



# South Dakota Nursing Workforce

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2023 Supply and Employment Characteristics

# SOUTH DAKOTA

Center *for* Nursing Workforce

*Suggested Citation:*

South Dakota Center for Nursing Workforce (April 8, 2023). South Dakota Nursing Workforce: 2023 Supply and Employment Characteristics.

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*Acknowledgements:*

- Thank you to South Dakota licensed nurses who completed questions on their renewal applications.
- Thank you to the South Dakota Board of Nursing staff for assistance in collecting, compiling data, and reviewing the report: Glenna Burg, MS, RN, CNE Ret, Nursing Education Specialist and Erin Matthies, Operations Manager.
- Cover photo courtesy of Andy Ogan at ogan.smugmug.com



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## Executive Summary

The purpose of this report is to provide stakeholders the most accurate information on South Dakota's nursing workforce supply and employment characteristics. The South Dakota Center for Nursing Workforce (SDCNW) and South Dakota Board of Nursing (SDBON) prepared the report.

The SDCNW, initially funded by the Robert Wood Johnson Foundation, was established in 1996 as the SD Colleagues in Caring Project. At the completion of the grant in 2002, state legislation was enacted in the Nurse Practice Act. This legislation, SDCL 36-9-95 and 36-9-96, created the Nursing Workforce Center and a source for funding. The SDBON is the lead agency for the SDCNW.

The report includes findings from data gathered from each nurse license renewal application submitted to the SDBON. Similar supply reports were published biennially from 1996 to 2021. Information in this report compares current data with historical data from previous reports or with national findings on supply and demand for nurses.

The mission of the SDCNW is to *design a nursing workforce prepared to partner with South Dakota citizens to meet their changing health needs.*

## Key Findings

**Supply** As of December 5, 2022, South Dakota's total nursing workforce increased by 7.0% from December 2020. The licensed practical nurse (LPN) population increased by 3.2%, registered nurse (RN) population increased by 5.3%, certified nurse midwife (CNM) by 18.2%, certified nurse practitioners (CNP) by 38.9%, and certified registered nurse anesthetists (CRNA) by 3.8%. Only clinical nurse specialist (CNS) supply decreased, 12.5%. Most CNPs, 80.9%, were licensed and certified in the population foci of family across the lifespan.

**Age** The average age of LPNs was 42.8 years old, slightly younger than the average of 43.7 that was reported in the 2021 Supply and Employment Characteristics report. LPNs 51 years or older comprised 32.1% of supply, a decrease of 2.6% from 2021. The average age of RNs was 44.2 years old, slightly younger than 44.6 in 2021. The percentage of RNs 51 years or older decreased to 33.3% from 35.0% in 2021. The average age of CNMs was 49.3 and the average age of CNSs was 61.8. A large percentage of CNMs, 32.7%, were 56 years or older and a very large percentage of CNSs, 81.6%, were 56 years or older. CNPs and CRNAs were younger, the average age of CNPs was 43.8 and the average age of CRNAs was 46.9.

**Gender and Ethnicity** Consistent with previous reports, most nurses were female and white/Caucasian. Male RNs comprised 9.9%, up from 9.4% in 2021.

**Highest Level of Education** Overall, 71.0% of RN respondents held a baccalaureate or higher degree. The majority of LPNs were prepared with a diploma, certificate, or associate degree and 14.6% reported they were enrolled in a program leading to an enhanced nursing degree.

**Employment** The majority of LPNs and RNs reported their primary place of employment and practice was in the state of South Dakota for one employer. Consistent with previous reports, a significant percentage, 89.2% of LPNs and 82.3% of RNs, reported employment in the nursing profession as full-time, part-time, or on a per diem basis. Most LPNs were employed in nursing home/extended care/assisted living facilities, 26.8%, ambulatory care settings, 25.7%, 'other' settings, 14.5%, and hospitals, 7.3%. The majority of RNs were employed in hospitals, 38.3% and ambulatory care settings, 12.1%.

**Distribution** Appropriate distribution of the nursing workforce is a key component to ensuring employers and consumers have access to nursing services within a community. South Dakota has uneven distribution of nurses between counties. The state's most populated counties of Minnehaha, Lincoln, and Pennington have the highest percentages of nurses. A higher percentage of nurses may be needed as individuals from other counties or neighboring states access health care services within these three counties. However, smaller populated counties with far fewer nurses than their overall population may be experiencing nursing shortages.

## Overview and Methods

This report focuses on supply and characteristics of nursing workforce for: *Licensed Practical Nurses (LPN)*, *Registered Nurses (RN)*, *Certified Nurse Midwives (CNM)*, *Certified Nurse Practitioners (CNP)*, *Certified Registered Nurse Anesthetists (CRNA)*, and *Clinical Nurse Specialists (CNS)*. Nursing supply is measured by the number of actively licensed nurses. Because supply can be overstated by assessing only the total number of actively licensed nurses, this report also measures the average number of hours worked in the profession, which demonstrates their level of participation in the nursing workforce and other employment characteristics of nurses. The SDCNW analyzed aggregate licensure data retrieved from the SDBON licensure system for all actively licensed nurses on December 5, 2022.

All nurses that renewed their South Dakota nursing license on a biennial basis, reactivated an inactive license, or reinstated a lapsed license were required to complete the employment data questions on a required licensure application. The employment data analyzed in this report was collected from January 1, 2021 to December 5, 2022. The number of nurses that completed renewal, reactivation, or reinstatement applications during this data collection period is shown in the Table 1. Nurses that applied for an initial license by examination or a license by endorsement into South Dakota from another state did not complete the employment data questions and were not included in the response rate.

Table 1: Employment Data Collected January 1, 2021 to December 5, 2022

Licensed Nurses	Number Renewed, Reactivated, or Reinstated	Completed Data Received	Response Rate:
LPNs	2,193	2,193	100%
RNs	17,245	17,245	100%
CNMs	38	38	100%
CNPs	1,420	1,420	100%
CRNAs	473	473	100%
CNSs	46	46	100%
TOTAL	21,415	21,415	100%

## Trends in Supply of South Dakota Nurses

**Active Supply** As of December 5, 2022 the SDBON reported 2,674 actively licensed practical nurses (LPN), 19,680 actively licensed registered nurses (RN), 52 actively licensed certified nurse midwives (CNM), 1,964 actively licensed certified nurse practitioners (CNP), 519 actively licensed certified registered nurse anesthetists (CRNA), and 49 actively licensed clinical nurse specialists (CNS). Data presented in the table demonstrates a positive growth in supply of the total number of actively licensed nurses in every category with the exception of CNSs.

Table 2: Actively Licensed Nurses and Percent Change

Actively Licensed Nurses	2022	% Change*	2020	% Change*	2018
LPNs	2,674	+3.2%	2,591	-1.7%	2,635
RNs	19,680	+5.3%	18,693	+1.2%	18,479
CNMs	52	+18.2%	44	+37.5%	32
CNPs	1,964	+38.9%	1,414	+27.3%	1,111
CRNAs	519	+3.8%	500	+1.4%	493
CNSs	49	-12.5%	56	-12.5%	64
TOTAL	24,938	+7.0%	23,298	+2.1%	22,814

\*The percent change reflects a comparison from the indicated year to the previous year.

## Licensed Practical Nurses South Dakota Supply Trends

**Licensure Status** As of December 5, 2022 the SDBON reported 2,674 actively licensed LPNs in South Dakota’s supply, see Figure 1. Data revealed an increase of 83 nurses from 2020 to 2022.

As shown in Figure 2, during the data collection time period from January 1, 2021 to December 5, 2022 a total of 578 LPNs were added to South Dakota’s active supply, 443 LPNs were added as new graduates and 135 by endorsement from another state. Overall, South Dakota increased supply during this time period by 83 LPNs and had a net loss of 495 LPNs. The loss of LPNs is consistent with findings from previous workforce reports. Reasons for the loss were due to retirement, LPNs leaving the profession, moving out of South Dakota, or inactivation of the license. Many choose to inactivate their practical nurse license after completing RN education and licensing as an RN. Additionally, research has shown that many nurses left the workforce as a result of the COVID-19 pandemic<sup>1</sup>.

Figure 1: Actively Licensed LPNs

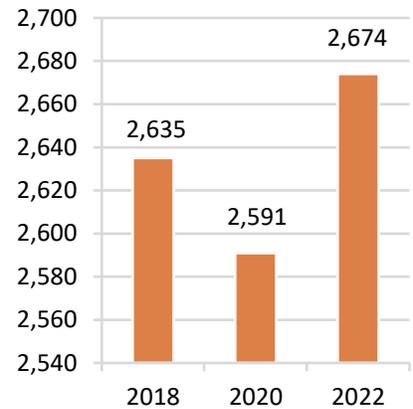
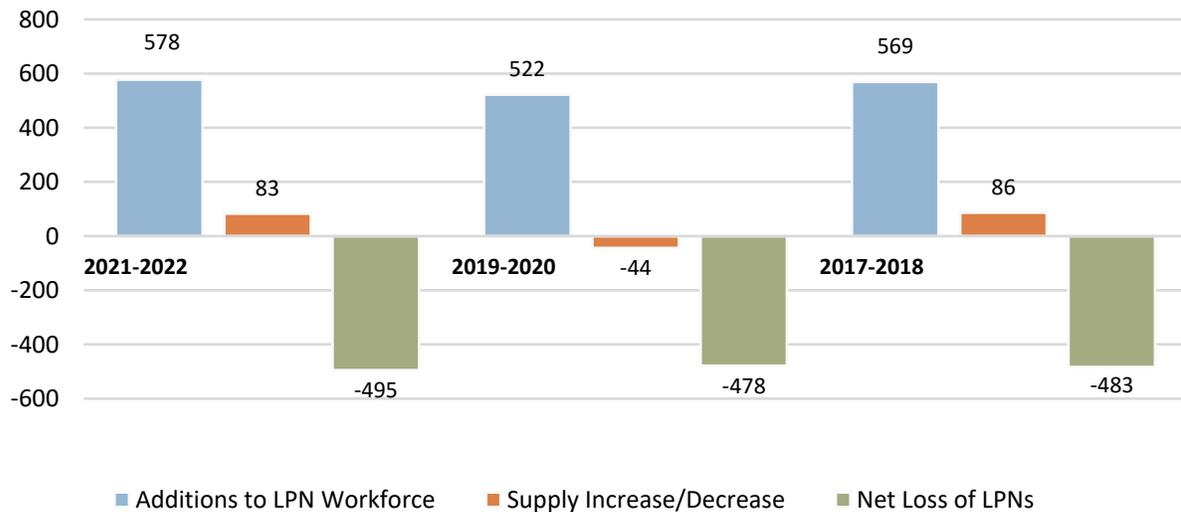


Figure 2: LPN Workforce Gains and Losses



## Demographics of LPN Supply

**Gender** Consistent with previous reports the majority, 95.2%, of actively licensed LPNs in South Dakota were female. Nationally female LPNs comprised 89.6% of the population<sup>1</sup>.

Table 3: LPN Gender Distribution

	2022		2020		2018	
Male LPNs	129	4.8%	114	4.4%	125	4.7%
Female LPNs	2,545	95.2%	2,477	95.6%	2,510	95.3%
TOTAL	2,674	100.0%	2,591	100.0%	2,635	100.0%

**Race/Ethnicity** The majority of LPNs were white/Caucasian. Minority nurse populations continue to be under-represented. Table 4 presents comparisons of ethnic distribution of the United States, South Dakota, and actively licensed LPNs in the United States and South Dakota.

Table 4: LPN Race/Ethnic Distribution

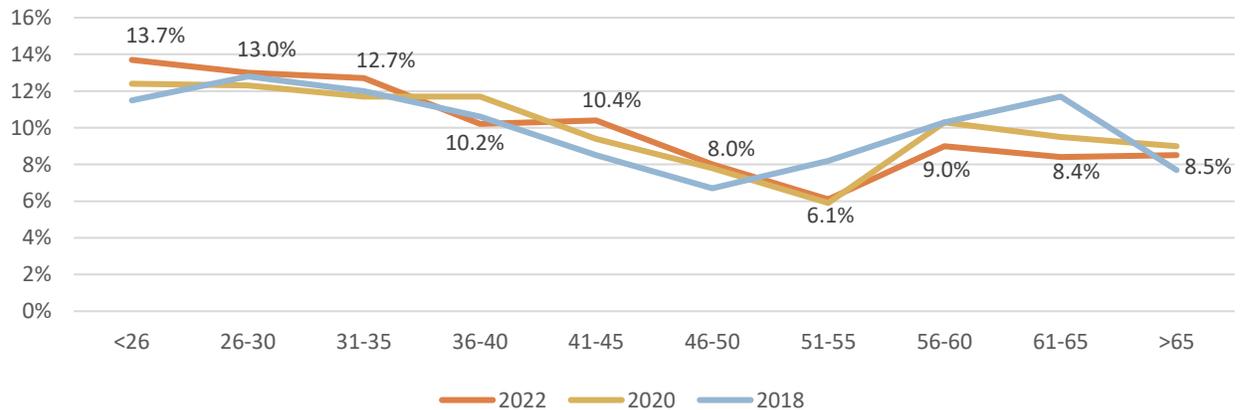
	American Indian/Alaska Native	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Two or More Races / Other	White/Caucasian
U.S. Population <sup>2</sup>	1.3%	6.4%	13.6%	18.9%	2.9%	59.3%
U.S. LPNs <sup>1</sup>	1.3%	6.9%	17.6%	11.5%	8.4%	65.9%
SD Population <sup>2</sup>	9.0%	1.8%	2.5%	4.6%	2.6%	84.2%
SD LPNs	4.2% (113)	1.3% (34)	1.9% (50)	2.3% (61)	0.9% (25)	89.4% (2,391)

**Age** Age distribution of actively licensed LPNs is shown in Table 5 and Figure 3. The percentage of LPNs who were 51 years or older comprised 32.0% of supply and the average age of an LPN was 42.8 years old. Data revealed 26.7% were 30 years or younger, 2.0% increase from 2020. Nationally<sup>1</sup> 44.7% of LPNs were 50 years or older and the median age was 47. South Dakota LPN employment data revealed 13.9% (305) LPNs are retired or intend “to leave or retire from nursing within the next five years.”

Table 5: LPN Age

Age Range	2022		2020		2018	
<26	367	13.7%	322	12.4%	304	11.5%
26-30	346	13.0%	320	12.3%	336	12.8%
31-35	340	12.7%	302	11.7%	315	12.0%
36-40	274	10.2%	303	11.7%	280	10.6%
41-45	279	10.4%	243	9.4%	223	8.5%
46-50	212	8.0%	203	7.8%	176	6.7%
51-55	163	6.1%	153	5.9%	217	8.2%
56-60	242	9.0%	267	10.3%	271	10.3%
61-65	225	8.4%	246	9.5%	309	11.7%
>65	226	8.5%	232	9.0%	204	7.7%
Total	2,674	100.0%	2,591	100.0%	2,635	100.0%

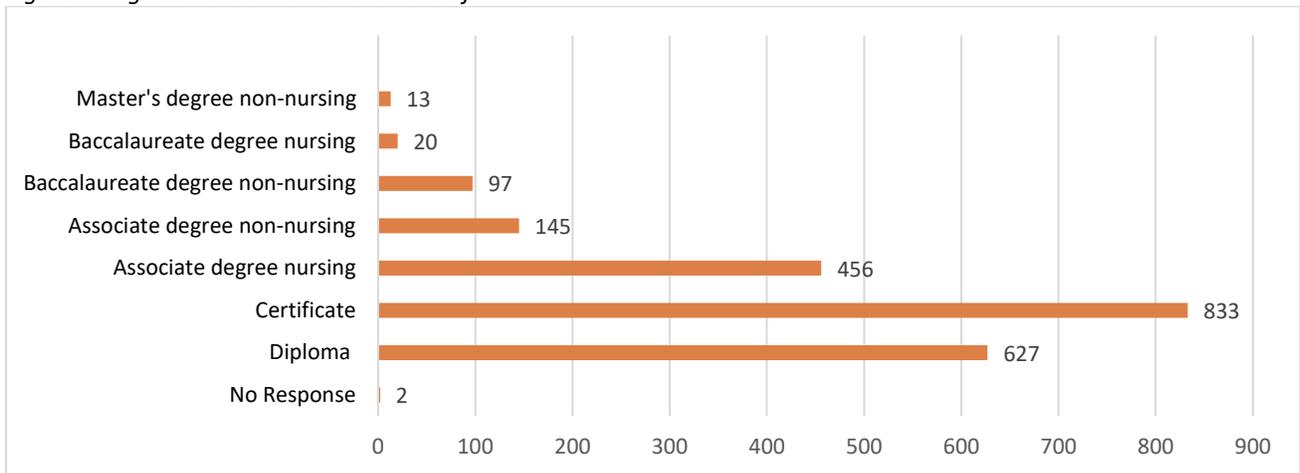
Figure 3: LPN Age Distribution



**Highest Academic Achievement** Consistent with previous reports the majority of LPN respondents, 94.0% (2,061), indicated their highest educational preparation at the LPN diploma, certificate, or associate degree levels as shown in Figure 4; only 6.0% (130) were prepared with a baccalaureate or higher degree. National<sup>1</sup> data reflected similar findings with 97.1% holding a diploma, certificate, or associate degree and 2.9% a baccalaureate degree.

Respondents who indicated they were enrolled in a program leading to an advanced nursing degree comprised 14.6% (321). Of these LPNs, 64.5% (207) were enrolled in associate degree programs, 32.7% (105) in baccalaureate degree programs, 1.0% (3) in a master’s degree program, 0.3% (1) in a doctoral degree program, and 1.5% (5) LPNs did not provide a response.

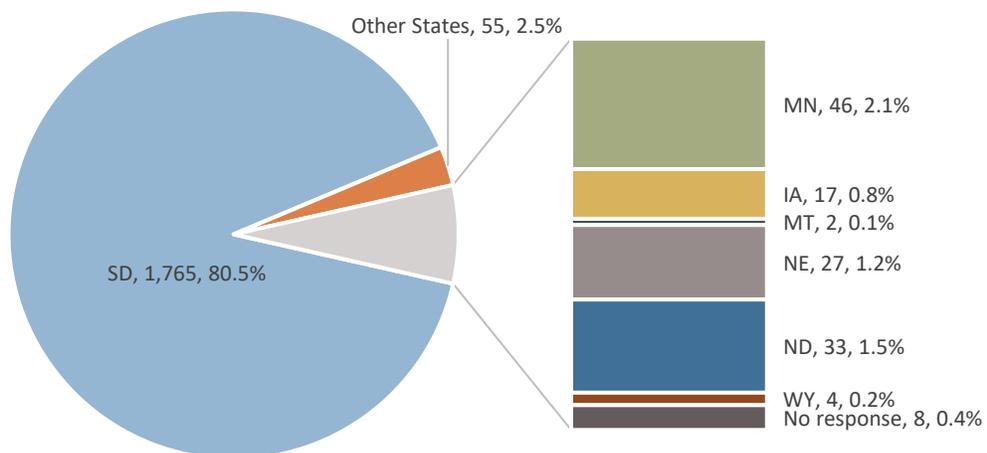
Figure 4: Highest Academic Achievement of LPNs



## Employment Characteristics

**Primary State of Practice** The majority of LPNs, 80.5% (1,765), reported their primary place of employment and practice was in the state of South Dakota, Figure 5. LPNs that reported employment in a neighboring state of Iowa, Minnesota, Montana, Nebraska, North Dakota, or Wyoming comprised 5.9% (129) and 2.5% (55) were employed in other states.

Figure 5: Primary State of Practice

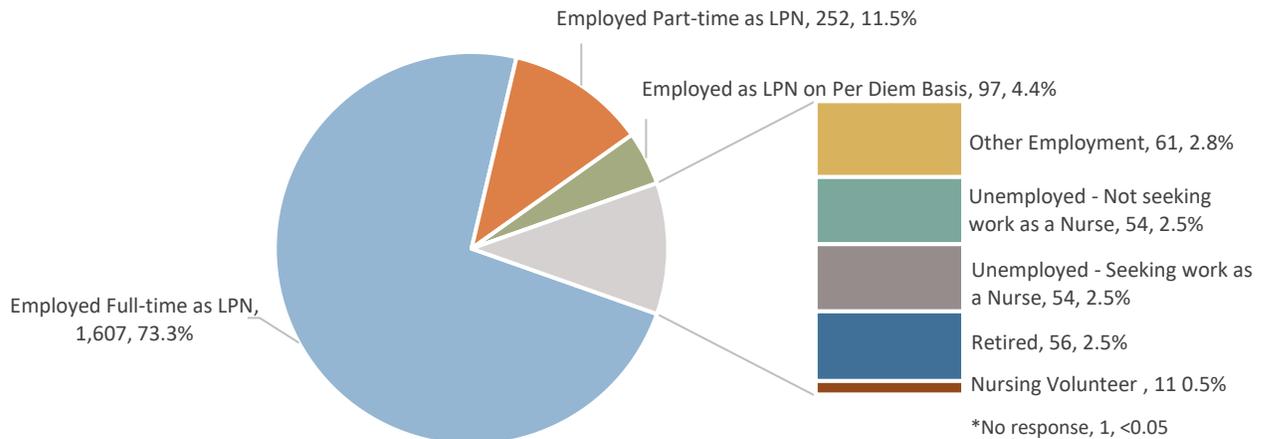


**Number of positions held** Most LPNs, 80.4% (1,764), reported they held employment and practiced as a nurse for one employer, 7.6% (167) reported they had two employers, and 0.9% (19) reported three or more. LPNs who were not employed in a nursing position comprised 10.8% (236) of respondents, a similar finding in previous reports and 0.3% (7) did not respond. Nationally<sup>1</sup> 79.2% of LPNs held one position, 17.4% held two, and 3.5% held three or more positions.

**Employment Status** Employment data reflected a high percentage of LPNs, 89.2% (1,956), reported they were employed in the nursing profession either full-time, part-time, or on a per diem basis. This finding is consistent with previous South Dakota Nursing Workforce Supply reports published from 1999 to 2021 which revealed 82% – 91% of LPNs actively employed in nursing.

As shown in Figure 6, most LPN respondents, 73.3% (1,607), reported being employed full-time, working 32 or more hours per week. The average number of hours worked by full-time LPNs was 39.3 hours per week. Only 11.5% (252) of respondents worked part-time, 31 hours or less per week; they reported working an average of 20.6 hours per week. LPNs who worked on a per diem basis, an arrangement wherein a nurse is employed on an as needed basis, comprised 4.4% (97) of respondents and their average hours worked per week was 14.6. Nationally<sup>1</sup> 71.0% of LPN respondents were employed full-time, 10.3% part-time, and 6.5% per diem.

Figure 6: Employment Status



**LPN Availability to the Workforce** The active licensed supply of 2,674 LPNs can overstate the number of nurses engaged in nursing practice and available to the workforce, therefore data on the number of hours worked in nursing were used to estimate the number of LPN FTEs available to employers. Table 6 displays the formula used to identify the estimated 2,172.6 LPN FTEs available to the workforce.

Table 6: Estimated FTEs Available

Percentage that worked 32 or more hours per week (Full-time)	Percentage that worked 31 or less hours per week (Part-time+Per Diem)	Estimated actively licensed LPN FTEs available
2,674 LPNs x 73.3% FT = 1,960.0 FTEs	2,674 LPNs x 15.9% PT x 0.5 = 212.6 FTEs	1,960.0 + 212.6 = 2,172.6 Total FTEs

**Reasons for Unemployment** LPNs who were not employed in a nursing position accounted for 10.8% (236) of respondents; of them 56 were retired, 11 volunteered as a nurse, 61 were employed in non-nursing positions, 54 were unemployed and not seeking work as a nurse, and 54 were unemployed and seeking work as a nurse. The most common reasons selected by respondents for being unemployed was “other” and “taking care of home and family”; see Table 7.

Table 7: Reasons for Unemployment

Reasons for Unemployment	Number	Percent	National Data <sup>1</sup>
Taking care of home and family	40	37.0%	41.9%
Disabled	3	2.8%	13.0%
Inadequate salary	0	0.0%	10.9%
School	11	10.2%	14.2%
Difficulty in finding a nursing position	3	2.8%	8.9%
Other	47	43.5%	35.7%
COVID-19 pandemic	--	--	20.2%
No response	4	3.7%	--
Total	108	100.0%	--

## Practice Characteristics

**Primary Employment** The majority of LPN respondents held primary employment in nursing home/extended care/assisted living, 26.8% (589), ambulatory care, 25.7% (563), ‘other’ settings, 14.5% (319), or a hospital, 7.2% (159). Most, 24.0% (527), practiced in the specialty area of geriatric/gerontology and 18.2% (400) in adult health/family health; Figure 7, and Tables 8 and 9. A comparison to national data findings is shown in Tables 8 and 9.

**Secondary Employment** A total of 186 LPNs indicated they worked for two or more employers. The majority, 36.0% (67), were employed in nursing home/extended care/assisted living and 32.2% (60) reported geriatric/gerontology as their specialty area of practice; see Figure 7 and Tables 8 and 9.

Table 8: LPN Employment Settings

Employment Settings	Primary	National Data <sup>1</sup>	Secondary		
		Primary			
Ambulatory care setting	563	25.7%	8.6%	37	19.9%
Assisted living facility	88	4.0%	6.6%	16	8.6%
Community health	78	3.6%	3.4%	2	1.1%
Correctional facility	26	1.2%	2.2%	6	3.2%
Dialysis center	17	0.8%	0.7%	2	1.1%
Home health	108	5.0%	11.6%	17	9.1%
Hospice	10	0.5%	1.6%	4	2.2%
Hospital	159	7.2%	11.7%	0	0.0%
Insurance claims/benefits	13	0.6%	1.2%	0	0.0%
Nursing home/extended care	501	22.8%	30.6%	51	27.4%
Occupational health	13	0.6%	0.6%	1	0.5%
Other	319	14.5%	15.3%	17	9.1%
Policy/planning/regulatory/ licensing agency	0	0.0%	0.0%	0	0.0%
Public health	27	1.2%	2.3%	2	1.1%
School health services	24	1.1%	3.3%	4	2.2%
School of nursing	3	0.1%	0.3%	2	1.1%
Unemployed/retired/volunteer/other emp.	236	10.8%	--	--	--
No response	8	0.3%	--	25	13.4%
Total	2,193	100.0%	100.0%	186	100.0%

Figure 7: LPN Employment Settings

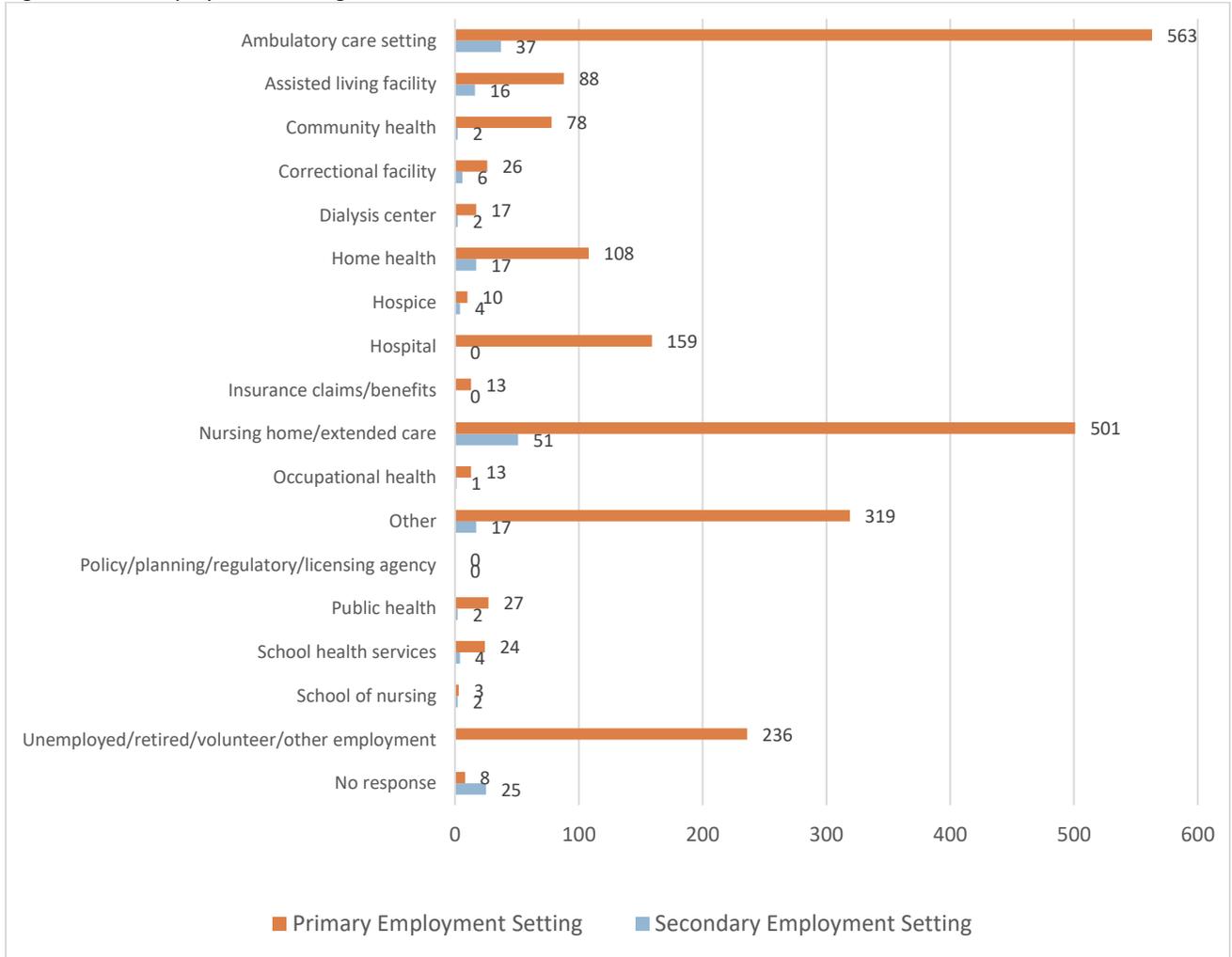
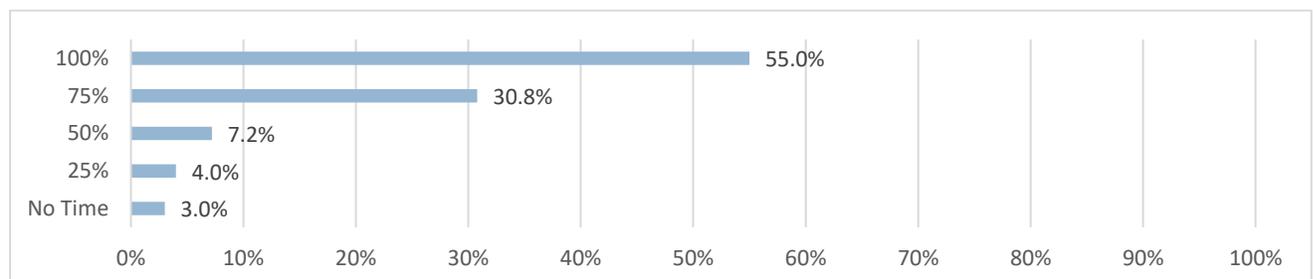


Table 9: LPN Employment Position Specialty

Position Specialty	Primary		National Data <sup>1</sup>		Secondary	
	Count	Percentage	Count	Percentage	Count	Percentage
Acute care/critical care	43	2.0%	3.4%	3.4%	11	5.9%
Adult health	106	4.8%	7.0%	7.0%	4	2.2%
Anesthesia	2	0.1%	0.1%	0.1%	0	0.0%
Cardiology	32	1.5%	0.9%	0.9%	0	0.0%
Community	16	0.7%	1.1%	1.1%	0	0.0%
Emergency/trauma	9	0.4%	1.5%	1.5%	1	0.5%
Family health	294	13.4%	5.1%	5.1%	15	8.1%
Genetics	18	0.8%	1.5%	1.5%	1	0.5%
Geriatric/gerontology	527	24.0%	31.3%	31.3%	60	32.2%
Home health	65	3.0%	8.4%	8.4%	12	6.5%
Informatics	8	0.3%	0.1%	0.1%	0	0.0%
Maternal-child health/obstetrics	14	0.6%	0.9%	0.9%	3	1.6%
Medical-surgical	77	3.5%	3.9%	3.9%	1	0.5%
Neonatal	0	0.0%	0.1%	0.1%	0	0.0%
Nephrology	18	0.8%	1.1%	1.1%	1	0.5%
Neurology/Neurosurgical	19	0.9%	0.5%	0.5%	0	0.0%
Occupational health	10	0.5%	0.7%	0.7%	0	0.0%
Oncology	11	0.5%	0.8%	0.8%	1	0.5%
Orthopedic	41	1.9%	0.7%	0.7%	1	0.5%
Palliative care/hospice	5	0.2%	1.8%	1.8%	2	1.1%
Pediatrics	92	4.2%	7.4%	7.4%	4	2.2%
Perioperative	3	0.1%	0.5%	0.5%	1	0.5%
Primary Care	86	3.9%	4.8%	4.8%	4	2.2%
Psychiatric/mental health/substance abuse	56	2.6%	2.9%	2.9%	2	1.1%
Public health	9	0.4%	1.3%	1.3%	3	1.6%
Rehabilitation	34	1.6%	2.8%	2.8%	0	0.0%
School health	20	0.9%	1.8%	1.8%	4	2.2%
Urologic	11	0.5%	0.2%	0.2%	0	0.0%
Women's health	33	1.5%	0.7%	0.7%	2	1.1%
Other specialty	291	13.3%	6.8%	6.8%	20	10.8%
Unemployed/retired/volunteer/other emp.	236	10.8%	--	--	--	--
No response	7	0.3%	--	--	33	17.7%
<b>TOTAL</b>	<b>2,193</b>	<b>100.0%</b>	<b>--</b>	<b>--</b>	<b>186</b>	<b>100.0%</b>

*Time Involved in Direct Patient Care* Similar to previous workforce reports, a large number of LPNs who reported working in a nursing position spent a significant percentage of their time in direct patient care; Figure 8.

Figure 8: Percentage of Time Involved in Direct Patient Care



## LPN Distribution in South Dakota

South Dakota’s twelve regions are shown on the map in Figure 9. The number of LPNs who resided in the regions as of December 5, 2022 is provided in Table 10. The U.S. Census Bureau’s<sup>2</sup> annual estimate of South Dakota’s population was used to compare the state’s county population to the number of LPNs residing in a county or region. The ratio of LPNs to population was estimated to provide a basis to compare the number of LPNs available to the workforce in an area. The ratio of LPNs to population of 100,000 was 226.6. The limitations of comparing ratios are the assumptions that citizens will receive nursing services in the region they reside and that the same types of health care services are available in each region. The number and distribution of nurses in a region may need to be higher based on the needs of that region.

Figure 9: Regional State Map

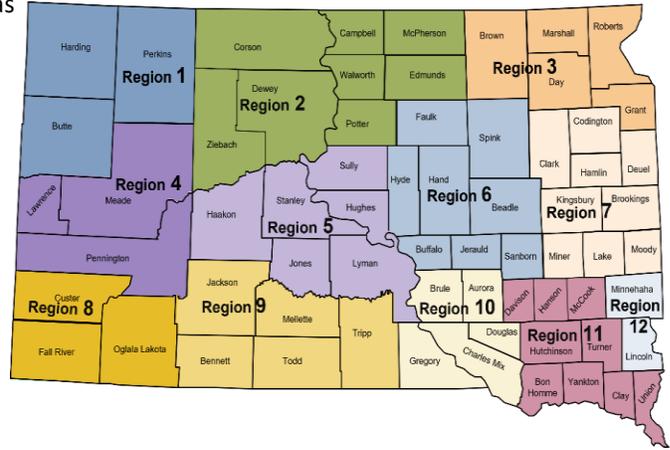


Table 10: LPN Regional Distribution

Region	Counties/State	Region Population <sup>2</sup>	Region's % of State Population	Number of LPNs Residing in Region	Region's % of LPN Population	LPN to Population Ratio
Region 1	3 Counties: Butte, Harding, and Perkins	14,602	1.6%	41	1.6%	228.1
Region 2	8 Counties: Campbell, Corson, Dewey, Edmunds, McPherson, Potter, Walworth, and Ziebach	27,054	3.0%	75	3.0%	225.2
Region 3	5 Counties: Brown, Day, Grant, Marshall, and Roberts	65,501	7.3%	198	8.0%	245.6
Region 4	3 Counties: Lawrence, Meade, and Pennington	168,144	18.8%	469	18.8%	226.6
Region 5	6 Counties: Haakon, Hughes, Jones, Lyman, Stanley, and Sully	28,680	3.2%	62	2.5%	175.6
Region 6	8 Counties: Beadle, Buffalo, Faulk, Hand, Hyde, Jerauld, Sanborn, and Spink	37,795	4.2%	102	4.1%	219.3
Region 7	9 Counties: Brookings, Clark, Codington, Deuel, Hamlin, Kingsbury, Lake, Miner, and Moody	102,120	11.4%	301	12.1%	239.5
Region 8	3 Counties: Custer, Fall River, and Oglala Lakota	29,397	3.3%	58	2.3%	160.3
Region 9	5 Counties: Bennett, Jackson, Mellette, Tripp, and Todd	23,047	2.6%	53	2.1%	186.8
Region 10	5 Counties: Aurora, Brule, Charles Mix, Douglas, and Gregory	23,951	2.7%	60	2.4%	203.5
Region 11	9 Counties: Bon Homme, Clay, Davison, Hanson, Hutchinson, McCook, Turner, Union, Yankton	107,530	12.0%	283	11.3%	213.8
Region 12	2 Counties: Lincoln and Minnehaha	267,555	29.9%	795	31.8%	241.4
<b>South Dakota Total</b>	<b>66 counties</b>	<b>895,376</b>	<b>100.0%</b>	<b>2,497 (93.4%)</b>	<b>100.0%</b>	<b>226.6</b>
Out-of-State	Minnesota	--	--	103 (3.9%)	--	--
	Other States/Jurisdictions	--	--	74(2.7%)	--	--
<b>Total</b>		--	--	<b>2,674 (100.0%)</b>	--	--

Table 11 displays the number of LPNs in each of the state's 66 counties.

Table 11: LPN County Distribution

County	County Population <sup>2</sup>	Number of LPNs	County	County Population <sup>2</sup>	Number of LPNs
Aurora	2,748	9	Jackson	2,878	8
Beadle	19,121	40	Jerauld	1,636	4
Bennett	3,406	4	Jones	879	1
Bon Homme	7,014	19	Kingsbury	5,192	15
Brookings	34,639	61	Lake	10,851	22
Brown	38,101	99	Lawrence	26,165	51
Brule	5,242	11	Lincoln	67,870	204
Buffalo	1,923	1	Lyman	3,764	6
Butte	10,456	28	Marshall	4,304	14
Campbell	1,380	7	McCook	5,695	21
Charles Mix	9,163	17	McPherson	2,420	4
Clark	3,855	11	Meade	30,173	98
Clay	15,150	20	Mellette	1,908	7
Codington	28,427	119	Miner	2,314	8
Corson	3,872	2	Minnehaha	199,685	591
Custer	8,609	22	Moody	6,315	16
Davison	19,878	58	Oglala Lakota	13,586	3
Day	5,414	11	Pennington	111,806	320
Deuel	4,272	15	Perkins	2,819	11
Dewey	5,246	8	Potter	2,475	9
Douglas	2,821	14	Roberts	10,163	34
Edmunds	4,033	13	Sanborn	2,378	12
Fall River	7,202	33	Spink	6,269	25
Faulk	2,137	4	Stanley	3,032	10
Grant	7,519	40	Sully	1,476	0
Gregory	3,977	9	Todd	9,286	18
Haakon	1,835	12	Tripp	5,569	16
Hamlin	6,255	34	Turner	8,708	35
Hand	3,095	9	Union	16,872	39
Hanson	3,505	8	Walworth	5,248	27
Harding	1,327	2	Yankton	23,297	62
Hughes	17,694	33	Ziebach	2,380	5
Hutchinson	7,411	21	State Total	895,376	2,497
Hyde	1,236	7	Out of State	--	177
			Total	--	2,674

## Registered Nurses South Dakota Supply Trends

**Licensure Status.** As of December 5, 2022, the SDBON reported 19,680 actively licensed RNs in South Dakota’s supply, see Figure 10. Data revealed a gain of 987 nurses from 2020 to 2022, a 5.3% increase since 2020.

As shown in Figure 11, during the data collection time period from January 1, 2021 to December 5, 2022 a total of 2,869 RNs were added to South Dakota’s active supply, 1,285 RNs were added as new graduates and 1,584 by endorsement from another state. Overall, South Dakota had an increase in supply during this time period of 987 RNs with a net loss of 1,882 RNs. The net loss of RNs is consistent with findings from previous workforce reports from 2016 - 2021. Reasons for the loss were due to retirement, leaving the profession, moving out of South Dakota, or inactivation of the license. Additionally, research has shown that many nurses left the workforce as a result of the COVID-19 pandemic<sup>1</sup>.

Figure 10: Actively Licensed RNs

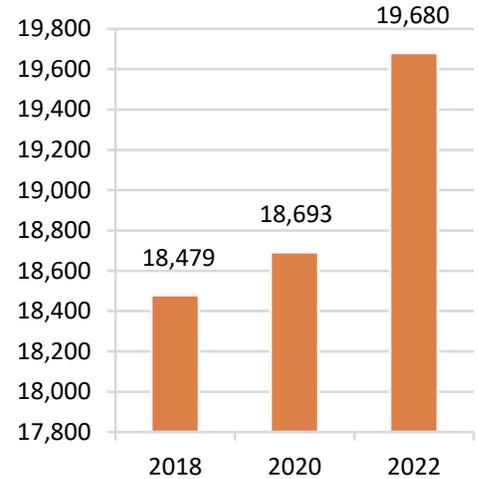
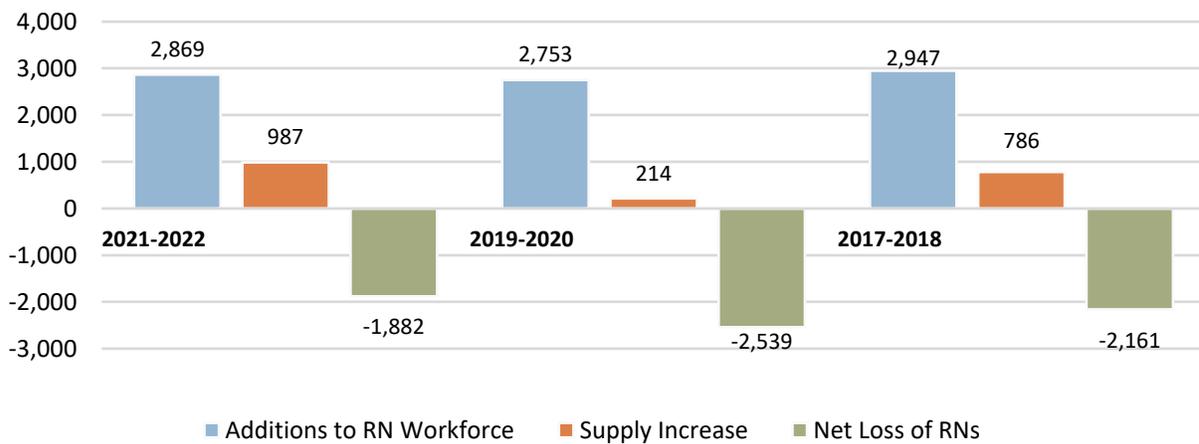


Figure 11: RN Workforce Gains and Losses



## Demographics of RN Supply

**Gender** Consistent with previous reports the majority, 90.1%, of actively licensed RNs in South Dakota were female. Nationally female RNs comprised 88.5% of the population<sup>1</sup>.

Table 12: RN Gender Distribution

	2022		2020		2018	
Male RNs	1,955	9.9%	1,750	9.4%	1,658	9.0%
Female RNs	17,725	90.1%	16,943	90.6%	16,821	91.0%
TOTAL	19,680	100.0%	18,693	100.0%	18,479	100.0%

**Race/Ethnicity** The majority of RNs were white/Caucasian. Minority nurse populations continue to be under-represented. Table 13 presents comparisons of ethnic distribution of the United States, South Dakota, and actively licensed RNs in the United States and South Dakota.

Table 13: RN Race/Ethnic Distribution

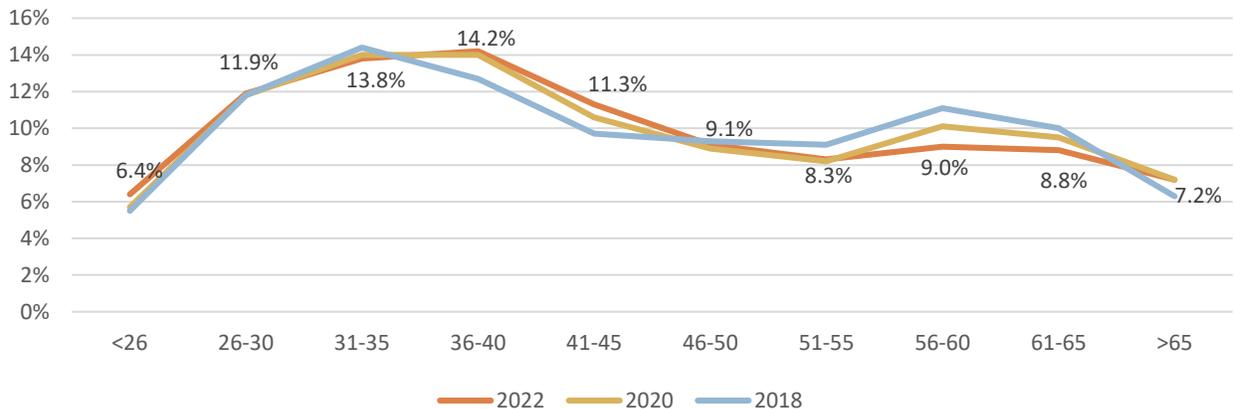
	American Indian/Alaska Native	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Two or More Races / Other	White/Caucasian
U.S. Population <sup>2</sup>	1.3%	6.4%	13.6%	18.9%	2.9%	59.3%
U.S. RNs <sup>1</sup>	0.4%	7.8%	6.3%	6.9%	5.5%	80.0%
SD Population <sup>2</sup>	9.0%	1.8%	2.5%	4.6%	2.6%	84.2%
SD RNs	2.1% (405)	2.1% (413)	1.8% (364)	1.0% (199)	1.0% (204)	92.0% (18,095)

**Age** Age distribution of actively licensed RNs is shown in Table 14 and Figure 12. The percentage of RNs who were 51 years or older comprised 33.3% (6,565) of active supply; RNs who were 35 years or younger comprised 32.1% (6,307). The average age of an RN was 44.2. South Dakota RN employment data revealed 15.1% (2,597) of RNs are retired or intend “to leave or retire from nursing within the next five years”.

Table 14: RN Age

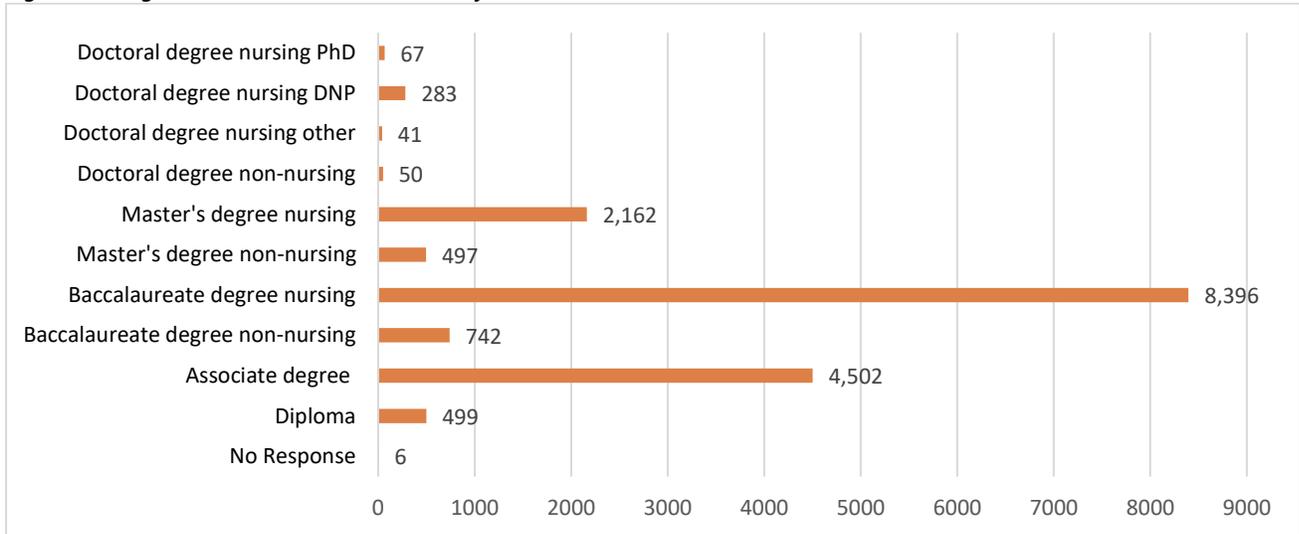
Age Range	2022		2020		2018	
<26	1,262	6.4%	1,071	5.7%	1,023	5.5%
26-30	2,334	11.9%	2,204	11.8%	2,178	11.8%
31-35	2,711	13.8%	2,608	14.0%	2,664	14.4%
36-40	2,785	14.2%	2,616	14.0%	2,345	12.7%
41-45	2,235	11.3%	1,987	10.6%	1,799	9.7%
46-50	1,788	9.1%	1,662	8.9%	1,714	9.3%
51-55	1,632	8.3%	1,539	8.2%	1,678	9.1%
56-60	1,783	9.0%	1,889	10.1%	2,057	11.1%
61-65	1,734	8.8%	1,778	9.5%	1,852	10.0%
>65	1,416	7.2%	1,339	7.2%	1,169	6.3%
Total	19,680	100.0%	18,693	100.0%	18,479	100.0%

Figure 12: RN Age Distribution



**Highest Academic Achievement** As shown in Figure 13, most RNs, 53.0% (9,138), highest academic preparation was a baccalaureate degree, a 1.6% increase from 2021. RNs who held an associate degree comprised 26.1% (4,502), a decrease of 2.4% from 2021. Those holding a diploma comprised only 2.9% (499), a decrease of 0.8% from 2021. RNs who were prepared with a graduate degree increased. Those holding a master’s degree comprised 15.4% (2,659), an increase of 1.3% from 2021; and those holding a doctoral degree comprised 2.6% (441), an increase of 0.5%.

Figure 13: Highest Academic Achievement of RNs



The Institute of Medicine’s (IOM) report, The Future of Nursing Leading Change, Advancing Health<sup>3</sup>, recommended increasing the number of nurses prepared with a baccalaureate degree to 80% by 2020. Baseline data in 2009 revealed South Dakota had 39.0% of RNs prepared with a baccalaureate or higher degree. Data collected during this time period revealed 71.0% (12,238) held a baccalaureate or higher degree, a 3.3% increase from 2021; short by 9.0% of the goal. Nationally, 71.7% of RNs held a baccalaureate or higher degree<sup>1</sup>. The IOM report also recommended doubling the number of RNs prepared with a doctoral degree by 2020. South Dakota met this recommendation; 65 RNs were doctoral prepared in 2009, during this reporting period 441 RNs held a doctoral degree.

**Enrolled in Advanced Nursing Degree** Consistent with previous reports, several RNs, 6.0% (1,036), reported they were “currently enrolled in education classes leading to an advanced nursing degree”. Table 15 displays the types of degrees sought.

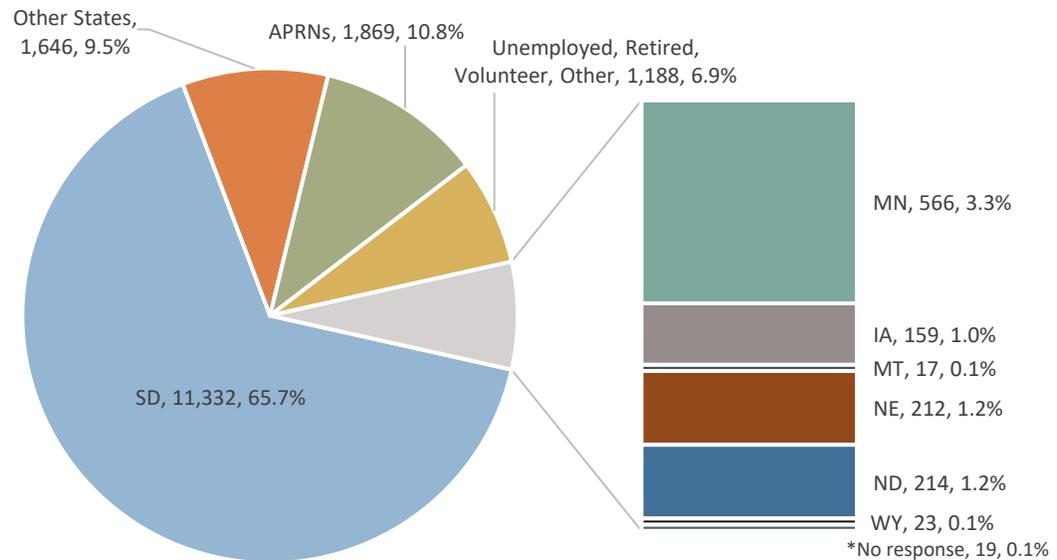
Table 15: RNs Enrolled in Nursing Education Programs

Nursing Degree Sought		
Baccalaureate in Nursing	208	20.1%
Master’s in Nursing	563	54.3%
Doctorate of Nursing Practice (DNP)	213	20.6%
PhD	23	2.2%
Other	29	2.8%
<b>Total</b>	<b>1,036</b>	<b>100.0%</b>

## Employment Characteristics

**Primary State of Practice** The majority of RN respondents, 65.7% (11,332), reported their primary place of practice within the state of South Dakota, Figure 14. RNs practicing in neighboring states of Iowa, Minnesota, Montana, Nebraska, North Dakota, and Wyoming comprised 7.0% (1,191), and RNs practicing in other states comprised 9.5% (1,646). RNs licensed in the role of an advanced practice registered nurse (APRN) comprised 10.8% (1,869). Respondents who reported as unemployed, employed in other field, retired, or volunteering comprised 6.9% (1,188). The remaining 0.1% (19) did not respond.

Figure 14: Primary State of Practice

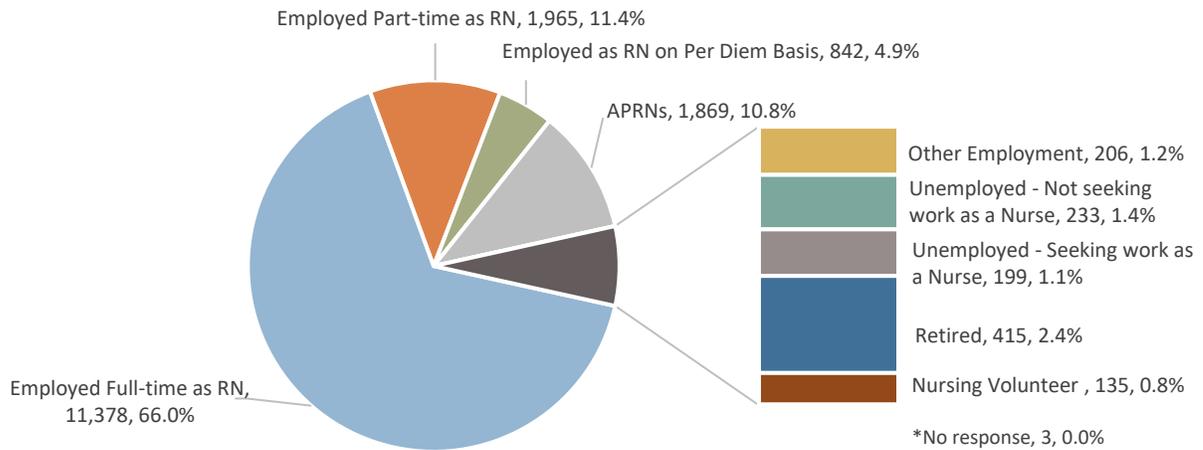


**Number of Positions Held** Most RNs, 73.3% (12,646), reported employment and practicing as a nurse for only one employer, 7.9% (1,355) reported having two employers, and 1.0% (175) reported three or more. RNs who were unemployed, retired, volunteers, employed in other field, or practicing as APRNs comprised 17.7% (3,057) of respondents. The remaining 0.1% (12) did not respond. Nationally<sup>1</sup> 82.4% held one position, 15.0% held two, and 2.6% held three or more positions.

**Employment Status** Employment data reflected a high percentage of RN respondents\*, 82.3% (14,185), employed in the nursing profession either full-time, part-time, or on a per diem basis. As shown in Figure 15, most, 66.0% (11,378), reported being employed full-time, working 32 or more hours per week. The average number of hours worked by full-time RNs was 37.5 hours per week. Only 11.4% (1,965) of respondents worked part-time, 31 hours or less per week; they worked an average of 22.5 hours per week. RNs who worked on a per diem basis, an arrangement wherein a nurse is employed on an as needed basis, comprised 4.9% (842) with an average of 13.5 hours worked per week. Nationally<sup>1</sup> 70.2% of RN respondents were employed full-time, 10.9% part-time, and 7.8% per diem.

\*Excluded licensed APRNs, unemployed, retired, volunteer, or employed in other field.

Figure 15: Employment Status



**RN Availability to the Workforce** The active licensed supply of 19,680 RNs can overstate the number of nurses engaged in nursing practice and available to the workforce, therefore data on the number of hours worked in nursing were used to estimate the number of RN FTEs available to employers. Table 16 displays the formula used to identify an estimated 14,592.7 RN FTEs available to the workforce.

Table 16: Estimated FTEs Available

Percentage who worked 32 or more hours per week (Full-time)	Percentage who worked 31 or less hours per week (Part-time and Per diem)	Estimated Actively Licensed RN FTEs Available
19,680 RNs x 66.0% FT = 12,988.8 FTEs	19,680 RNs x 16.3% PT x 0.5 = 1,603.9 FTEs	12,988.8 + 1,603.9 = 14,592.7 Total FTEs

**Reasons for Unemployment** RNs who were not employed in a nursing position accounted for 6.9% (1,188) of respondents; of them, 415 were retired, 135 volunteered as a nurse, 206 were employed in non-nursing positions, 233 were unemployed and not seeking work as a nurse, 199 were unemployed and seeking work as a nurse, and 3 did not respond. The most common reason selected by respondents for being unemployed was “taking care of home and family”; see Table 17.

Table 17: Reasons for Unemployment

Reasons for Unemployment	Number	Percent	National Data <sup>1</sup>
Taking care of home and family	188	43.5%	46.8%
Disabled	21	4.9%	7.2%
Inadequate salary	6	1.4%	11.9%
School	46	10.6%	9.5%
Difficulty in finding a nursing position	17	4.0%	10.7%
Other	141	32.6%	36.2%
COVID-19 Pandemic	--	--	22.6%
No response	13	3.0%	--
Total	432	100.0%	--

## Practice Characteristics

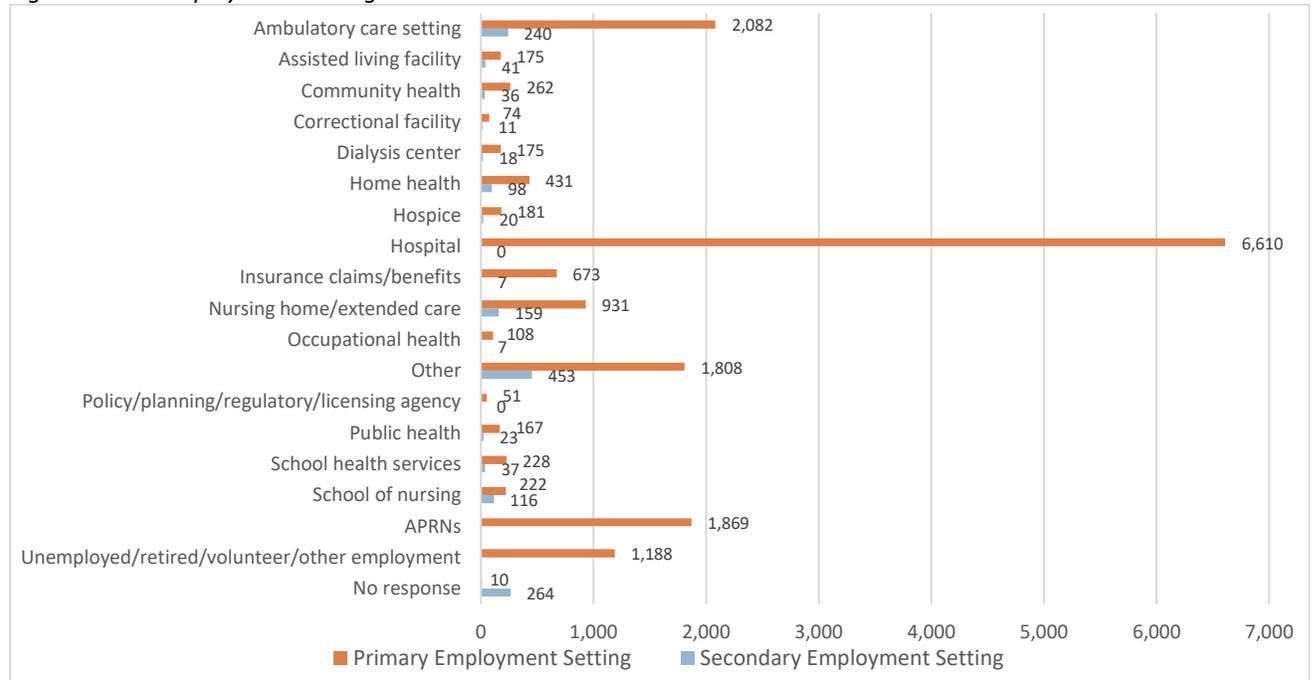
**Primary Employment Settings** As shown in Table 18 and Figure 16, most RN respondents held primary employment in a hospital, 38.3% (6,610), ambulatory care setting, 12.1% (2,082), or ‘other’ setting, 10.5% (1,808).

**Secondary Employment Settings** A total of 8.9% (1,530) of respondents worked for two or more employers. The majority were employed in ‘other’ settings, 29.6% (453), ambulatory care, 15.7% (240), and nursing home/extended care, 10.3% (159). See Table 18 and Figure 16.

Table 18: RN Employment Settings

Employment Settings	Primary		National Data <sup>1</sup>		Secondary	
	Count	Percentage	Percentage	Count	Percentage	
Ambulatory care setting	2,082	12.1%	10.4%	240	15.7%	
Assisted living facility	175	1.0%	0.5%	41	2.6%	
Community health	262	1.5%	2.0%	36	2.4%	
Correctional facility	74	0.4%	0.7%	11	0.7%	
Dialysis center	175	1.0%	1.1%	18	1.2%	
Home health	431	2.5%	3.4%	98	6.4%	
Hospice	181	1.0%	1.8%	20	1.3%	
Hospital	6,610	38.3%	57.5%	0	0.0%	
Insurance claims/benefits	673	4.0%	2.0%	7	0.5%	
Nursing home/extended care	931	5.4%	3.9%	159	10.3%	
Occupational health	108	0.6%	0.7%	7	0.5%	
Other	1,808	10.5%	9.6%	453	29.6%	
Policy/planning/regulatory/licensing agency	51	0.3%	0.3%	0	0.0%	
Public health	167	1.0%	1.7%	23	1.5%	
School health services	228	1.3%	2.3%	37	2.4%	
School of nursing	222	1.3%	2.1%	116	7.6%	
APRNs	1,869	10.8%	--	--	--	
Unemployed/retired/volunteer/other emp.	1,188	6.9%	--	--	--	
No response	10	0.1%	--	264	17.3%	
<b>Total</b>	<b>17,245</b>	<b>100.0%</b>	<b>100.0%</b>	<b>1,530</b>	<b>100.0%</b>	

Figure 16: RN Employment Settings



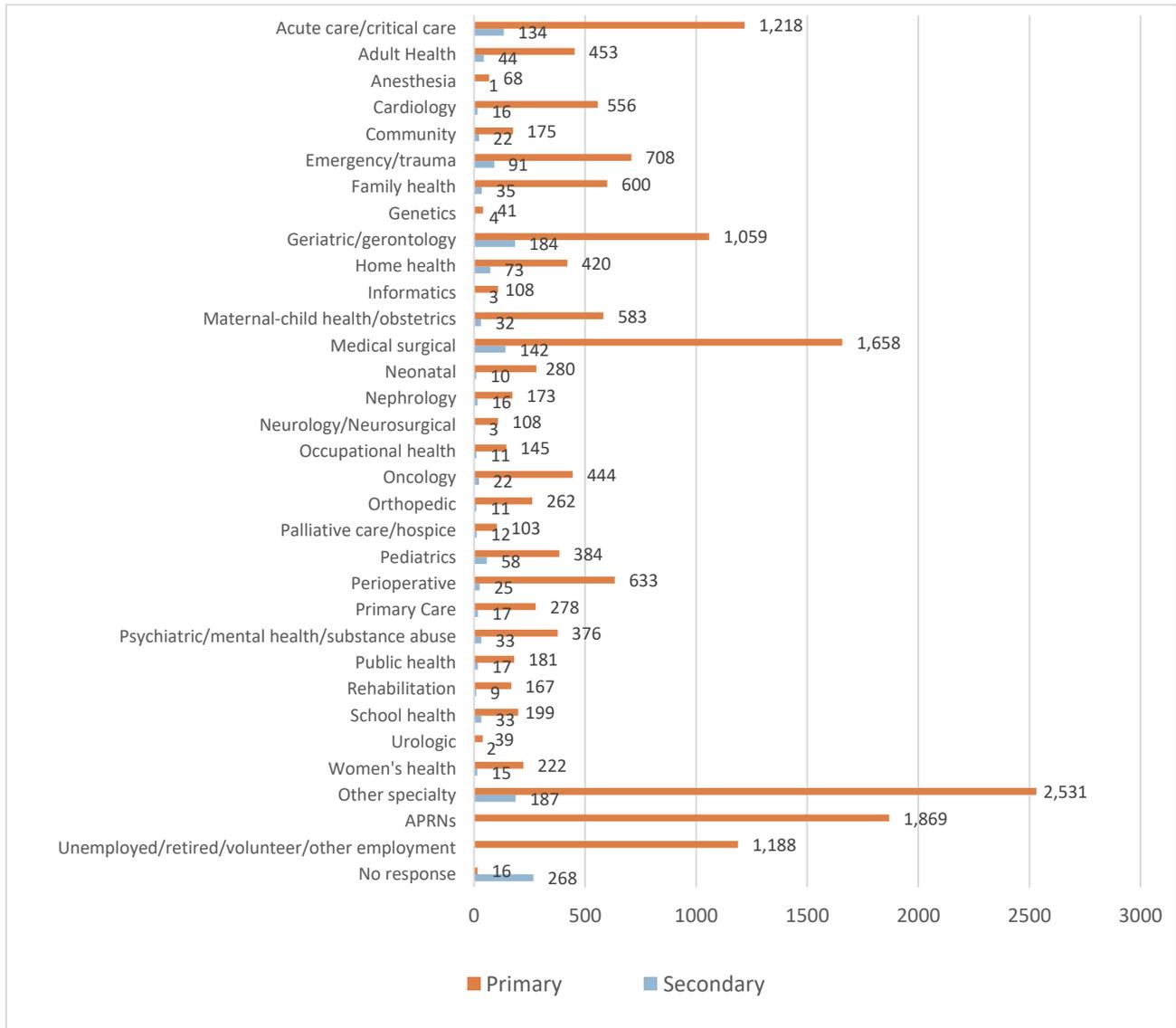
**Primary Employment Position Specialty** Most were employed in ‘other’ specialty areas, 14.7% (2,531), medical-surgical specialty area, 9.6% (1,658), or acute care/critical care, 7.1% (1,218), see Table 19 and Figure 17.

**Secondary Employment Position Specialty** Most were employed in ‘other’ specialty areas, 12.2% (187) and geriatric/ gerontology specialty area, 12.0% (184). See Table 19 and Figure 17.

Table 19: RN Employment Position Specialty

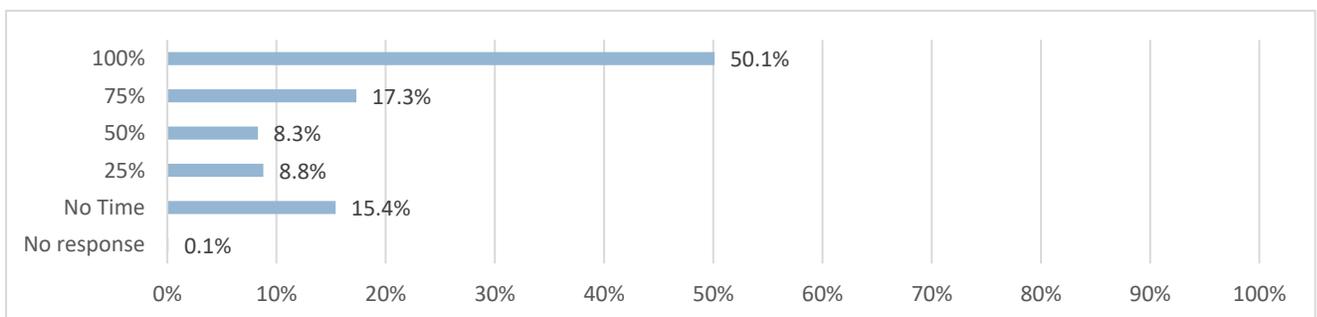
Position Specialty	National Data <sup>1</sup>				
	Primary		Primary	Secondary	
Acute care/critical Care	1,218	7.1%	16.5%	134	8.8%
Adult health	453	2.6%	2.6%	44	2.9%
Anesthesia	68	0.4%	1.8%	1	0.1%
Cardiology	556	3.2%	3.7%	16	1.0%
Community	175	1.1%	1.0%	22	1.4%
Emergency/trauma	708	4.1%	8.1%	91	5.9%
Family health	600	3.5%	2.6%	35	2.3%
Genetics	41	0.2%	0.2%	4	0.3%
Geriatric/gerontology	1,059	6.1%	4.4%	184	12.0%
Home health	420	2.4%	3.0%	73	4.8%
Informatics	108	0.6%	0.5%	3	0.2%
Maternal-child health/obstetrics	583	3.4%	4.5%	32	2.1%
Medical-surgical	1,658	9.6%	10.0%	142	9.3%
Neonatal	280	1.6%	2.4%	10	0.7%
Nephrology	173	1.0%	1.6%	16	1.0%
Neurology/Neurosurgical	108	0.6%	1.0%	3	0.2%
Occupational health	145	0.8%	1.0%	11	0.7%
Oncology	444	2.6%	3.3%	22	1.4%
Orthopedic	262	1.5%	1.2%	11	0.7%
Palliative care/hospice	103	0.6%	2.1%	12	0.8%
Pediatrics	384	2.2%	4.9%	58	3.8%
Perioperative	633	3.7%	6.4%	25	1.6%
Primary Care	278	1.6%	2.3%	17	1.1%
Psychiatric/mental health/substance abuse	376	2.2%	2.5%	33	2.2%
Public health	181	1.1%	1.7%	17	1.1%
Rehabilitation	167	1.0%	0.9%	9	0.6%
School health	199	1.2%	1.2%	33	2.2%
Urologic	39	0.2%	0.0%	2	0.1%
Women’s health	222	1.3%	1.1%	15	1.0%
Other specialty	2,531	14.7%	7.4%	187	12.2%
APRNs	1,869	10.8%	--	--	--
Unemployed/retired/volunteer/other emp.	1,188	6.9%	--	--	--
No response	16	0.1%	--	268	17.5%
TOTAL	17,245	100.0%	--	1,530	100.0%

Figure 17: RN Employment Position Specialty



*Time Involved in Direct Patient Care* Data reflected most RNs worked in the role of a staff nurse. A total of 67.4% of respondents reported spending 75% to 100% of their time involved in direct patient care, see Figure 18.

Figure 18: Percentage of Time Involved in Direct Patient Care



## RN Distribution in South Dakota

South Dakota’s 12 regions are shown on the map in Figure 19. The number of RNs who resided in these regions as of December 5, 2022 is provided in Table 20. The U.S. Census Bureau’s<sup>2</sup> annual estimate of South Dakota’s population was used to compare the state’s county population to the number of RNs residing in a county or region. The ratio of RNs to population was estimated to provide a basis to compare the number of RNs available to the workforce in an area. The ratio of RNs to population of 100,000 was 1,378.8. The limitations of comparing ratios are the assumptions that citizens will receive nursing services in the region they reside and that the same types of health care services are available in each region. The number and distribution of nurses in a region may need to be higher based on the needs of that region.

Figure 19: Regional State Map

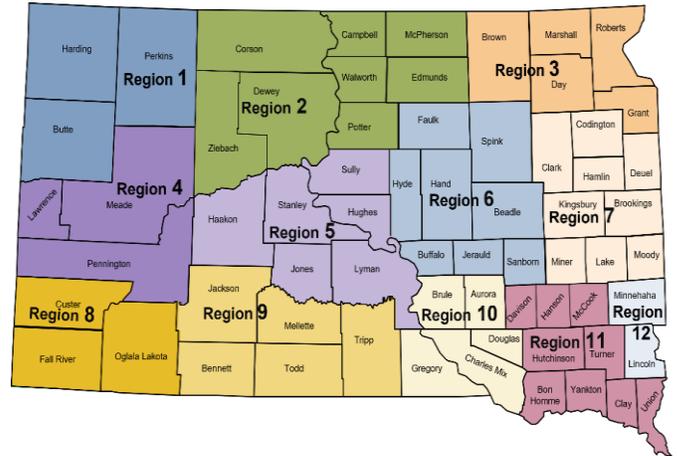


Table 20: RN Regional Distribution

Region	Counties/State	Region Population <sup>2</sup>	Region’s % of State Population	Number of RNs Residing in Region	Region’s % of RN Population	RN to Population Ratio
Region 1	3 Counties: Butte, Harding, and Perkins	14,602	1.6%	145	0.9%	736.3
Region 2	8 Counties: Campbell, Corson, Dewey, Edmunds, McPherson, Potter, Walworth, and Ziebach	27,054	3.0%	318	1.9%	871.6
Region 3	5 Counties: Brown, Day, Grant, Marshall, and Roberts	65,501	7.3%	899	5.4%	1,017.7
Region 4	3 Counties: Lawrence, Meade, and Pennington	168,144	18.8%	3,307	19.9%	1,458.4
Region 5	6 Counties: Haakon, Hughes, Jones, Lyman, Stanley, and Sully	28,680	3.2%	387	2.3%	1,000.6
Region 6	8 Counties: Beadle, Buffalo, Faulk, Hand, Hyde, Jerauld, Sanborn, and Spink	37,795	4.2%	442	2.6%	867.2
Region 7	9 Counties: Brookings, Clark, Codington, Deuel, Hamlin, Kingsbury, Lake, Miner, and Moody	102,120	11.4%	1,343	8.1%	975.2
Region 8	3 Counties: Custer, Fall River, and Oglala Lakota	29,397	3.3%	313	1.9%	789.5
Region 9	5 Counties: Bennett, Jackson, Mellette, Tripp, and Todd	23,047	2.6%	170	1.0%	546.9
Region 10	5 Counties: Aurora, Brule, Charles Mix, Douglas, and Gregory	23,951	2.7%	396	2.4%	1,226.0
Region 11	9 Counties: Bon Homme, Clay, Davison, Hanson, Hutchinson, McCook, Turner, Union, Yankton	107,530	12.0%	2,017	12.1%	1,390.9
Region 12	2 Counties: Lincoln and Minnehaha	267,555	29.9%	6,912	41.5%	1,915.6
<b>South Dakota Total</b>	<b>66 counties</b>	<b>895,376</b>	<b>100.0%</b>	<b>16,649 (84.6%)</b>	<b>100.0%</b>	<b>1,378.8</b>
Out-of-State	Minnesota	--	--	1,054 (5.4%)	--	--
	Other States/Jurisdictions	--	--	1,977 (10.0%)	--	--
<b>Total</b>		--	--	<b>19,680 (100.0%)</b>	--	--

Table 21 displays the number of RNs in each of the state's 66 counties.

Table 21: RN County Distribution

County	County Population <sup>2</sup>	Number of RNs	County	County Population <sup>2</sup>	Number of RNs
Aurora	2,748	52	Jackson	2,878	27
Beadle	19,121	195	Jerauld	1,636	22
Bennett	3,406	31	Jones	879	12
Bon Homme	7,014	110	Kingsbury	5,192	89
Brookings	34,639	353	Lake	10,851	164
Brown	38,101	578	Lawrence	26,165	412
Brule	5,242	74	Lincoln	67,870	2,293
Buffalo	1,923	6	Lyman	3,764	24
Butte	10,456	116	Marshall	4,304	47
Campbell	1,380	24	McCook	5,695	102
Charles Mix	9,163	125	McPherson	2,420	23
Clark	3,855	44	Meade	30,173	534
Clay	15,150	197	Mellette	1,908	9
Codington	28,427	391	Miner	2,314	54
Corson	3,872	12	Minnehaha	199,685	4,619
Custer	8,609	138	Moody	6,315	101
Davison	19,878	312	Oglala Lakota	13,586	70
Day	5,414	73	Pennington	111,806	2,361
Deuel	4,272	59	Perkins	2,819	22
Dewey	5,246	46	Potter	2,475	40
Douglas	2,821	61	Roberts	10,163	99
Edmunds	4,033	77	Sanborn	2,378	47
Fall River	7,202	105	Spink	6,269	81
Faulk	2,137	21	Stanley	3,032	49
Grant	7,519	102	Sully	1,476	10
Gregory	3,977	84	Todd	9,286	29
Haakon	1,835	43	Tripp	5,569	74
Hamlin	6,255	88	Turner	8,708	164
Hand	3,095	49	Union	16,872	433
Hanson	3,505	78	Walworth	5,248	68
Harding	1,327	7	Yankton	23,297	470
Hughes	17,694	249	Ziebach	2,380	28
Hutchinson	7,411	151	State Total	895,376	16,649
Hyde	1,236	21	Out of State	--	3,031
			Total	--	19,680

## Advanced Practice Registered Nurses

### Certified Nurse Midwives

#### South Dakota Supply Trends

**Licensure Status** As of December 5, 2022 the SDBON reported 52 actively licensed certified nurse midwives (CNM) in South Dakota’s supply, see Figure 20; an increase of 8 nurse midwives from 2020 to 2022 and a 18.2% increase in supply since 2020.

From January 1, 2021 to December 5, 2022 a total of 18 CNMs were added to South Dakota’s active supply of CNMs; 6 as new graduates and 12 by endorsement from another state, see Figure 21. Overall, South Dakota had an increase in supply during this time period of 8 CNMs with a net loss of 10 CNMs. According to the 2021 Workforce Report, 10 CNMs indicated during that time period that they planned to retire in the next five years, which may account for the large number of CNMs lost.

Figure 20: Actively Licensed CNMs

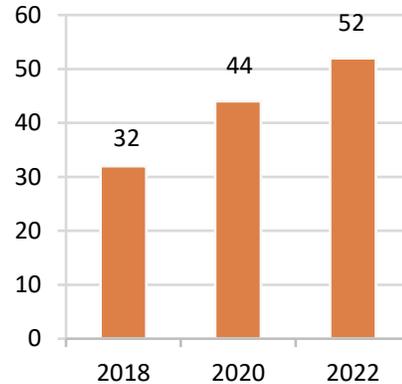
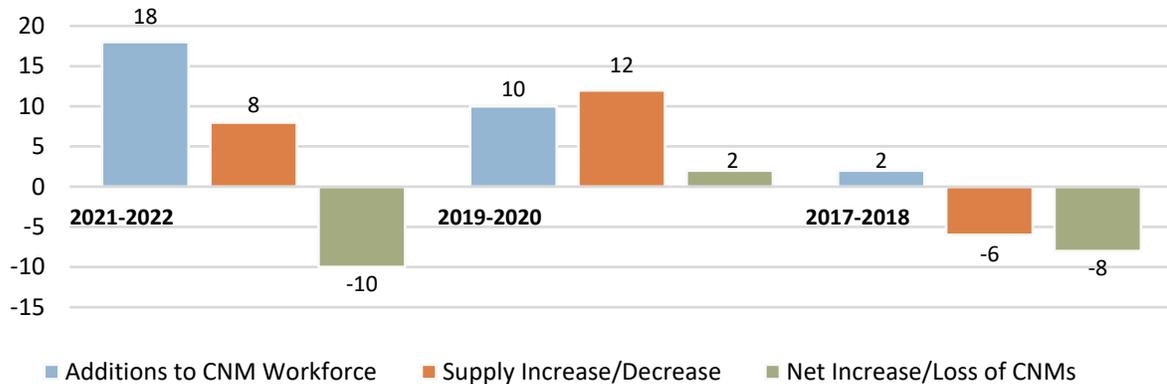


Figure 21: CNM Workforce Gains and Losses



**Certification/Practice Focus** All actively licensed CNMs held certification through the American Midwifery Certification Board (AMCB) as certified nurse midwives.

### Demographics of CNM Supply

**Gender/Race/Ethnicity** Consistent with previous reports, licensure data revealed the majority of actively licensed CNMs, 98.1% (51) were female and white/Caucasian. Table 22 presents comparisons of ethnic distribution in the United States and South Dakota.

Table 22: CNM Race/Ethnic Distribution

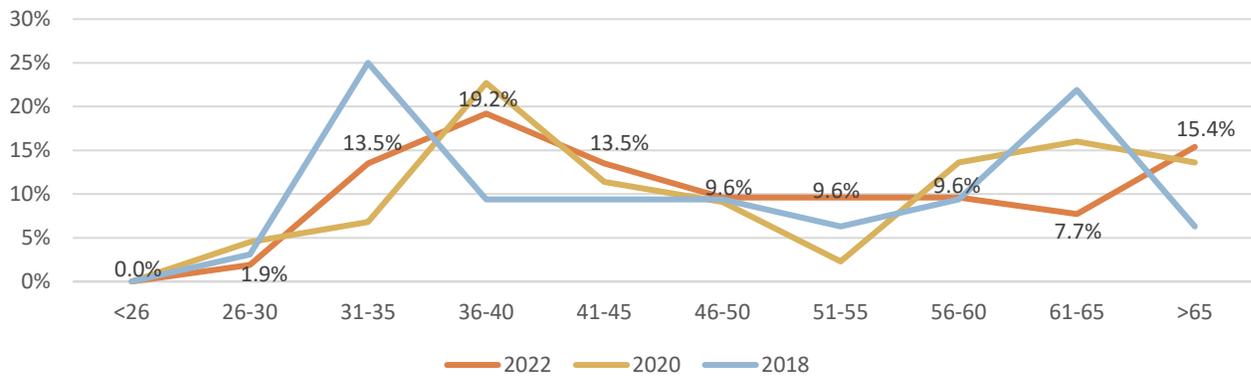
	American Indian/Alaska Native	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Two or More Races / Other	White/Caucasian
U.S. Population <sup>2</sup>	1.3%	6.4%	13.6%	18.9%	2.9%	59.3%
SD Population <sup>2</sup>	9.0%	1.8%	2.5%	4.6%	2.6%	84.2%
SD CNMs	0.0% (0)	0.0% (0)	2.0% (1)	0.0% (0)	3.8% (2)	94.2% (49)

**Age** Age distribution of actively licensed CNMs is shown in Table 23 and Figure 22. The average age of a CNM was 49.3 years; the average age in 2020 was 50.3. Data revealed 15.8% (6) CNMs are retired or intend “to leave or retire from nursing within the next five years.”

Table 23: CNM Age Distribution

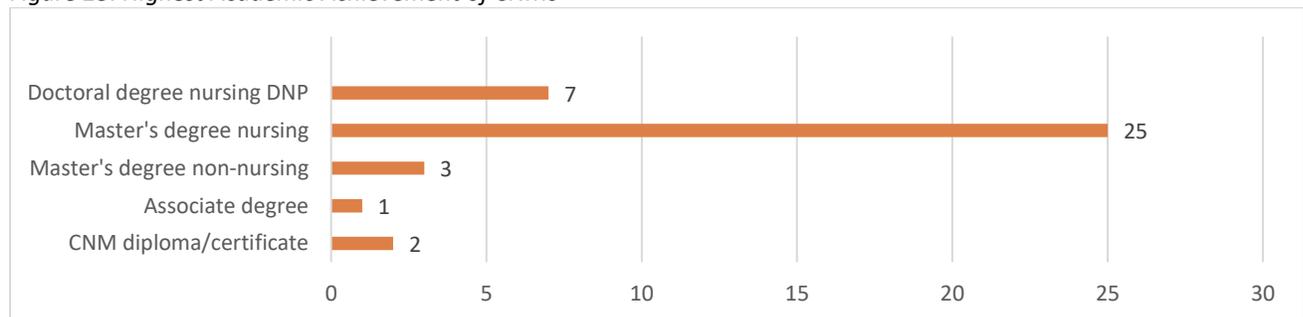
Age Range	2022		2020		2018	
<26	0	0.0%	0	0.0%	0	0.0%
26-30	1	1.9%	2	4.5%	1	3.1%
31-35	7	13.5%	3	6.8%	8	25.0%
36-40	10	19.2%	10	22.7%	3	9.4%
41-45	7	13.5%	5	11.4%	3	9.4%
46-50	5	9.6%	4	9.1%	3	9.4%
51-55	5	9.6%	1	2.3%	2	6.3%
56-60	5	9.6%	6	13.6%	3	9.4%
61-65	4	7.7%	7	16.0%	7	21.9%
>65	8	15.4%	6	13.6%	2	6.3%
Total	52	100.0%	44	100.0%	32	100.0%

Figure 22: CNM Age Distribution



**Highest Academic Achievement** Consistent with previous SD nursing workforce reports, most of the 38 CNM respondents, 92.1% (35), held a graduate degree, see Figure 23. One CNM reported they were “currently enrolled in education classes leading to an advanced nursing degree.”

Figure 23: Highest Academic Achievement of CNMs

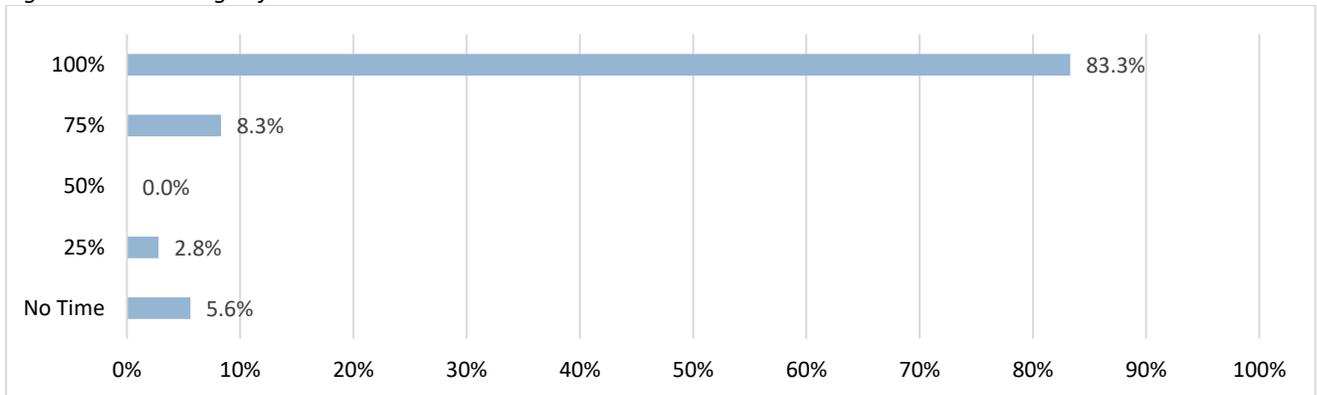


## Employment and Practice Characteristics

The primary location of practice for most CNM respondents, 65.8% (25), was in the state of South Dakota; 15.8% (6) reported employment in neighboring states of Iowa, Minnesota, and Wyoming; 10.5% (4) in other states; and 7.9% (3) were not employed in the nursing profession. The majority, 73.7% (28), was employed by only one employer, 10.5% (4) by two or more employers, 7.9% (3) by three or more employers. Consistent with previous reports, data reflected a high number were employed full-time, 68.4% (26), working 32 or more hours per week; part-time, 18.4% (7), working 31 hours or less per week in the nursing profession; or per diem, an arrangement wherein a nurse is employed on an as needed basis, comprised 5.3% (2). Only 7.9% (3) were retired, unemployed, volunteer, or employed in other field. The average number of hours worked by CNMs full-time was 43.1; part-time 26.1; and per diem 2.5.

Work settings with the highest percent of CNMs employed were hospitals, 42.1% (16), and 'other' settings, 18.4% (7). The majority, 86.8% (33), indicated their primary area of practice was in the specialty area of maternal-child health and women's health. Figure 24 provides the percentage of time CNMs, who reported practicing as a nurse, were involved in direct patient care.

Figure 24: Percentage of Time Involved in Direct Patient Care



## Certified Nurse Practitioners

### South Dakota Supply Trends

**Licensure Status** As of December 5, 2022 the SDBON reported 1,964 actively licensed CNPs in South Dakota’s supply, see Figure 25; a gain of 550 nurses from 2020 to 2022 and a 38.9% increase since 2020.

From January 1, 2021 to December 5, 2022 a total of 662 CNPs were added to South Dakota’s active supply; 202 were added as new graduates and 460 were added by endorsement from another state. Overall, South Dakota had an increase in supply during this time period of 550 nurses with a net loss of 112 CNPs, see Figure 26. Possible reasons for the loss of these nurses may be due to retiring from the profession, moving out of South Dakota, or leaving the profession. According to the 2021 Workforce Report, 96 CNPs indicated during that time period that they planned to retire in the next five years, which may account for the large number of CNPs lost.

Figure 25: Actively Licensed CNPs

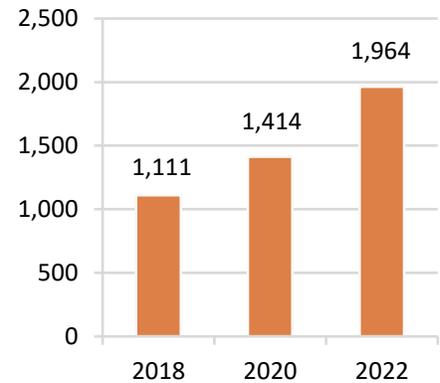
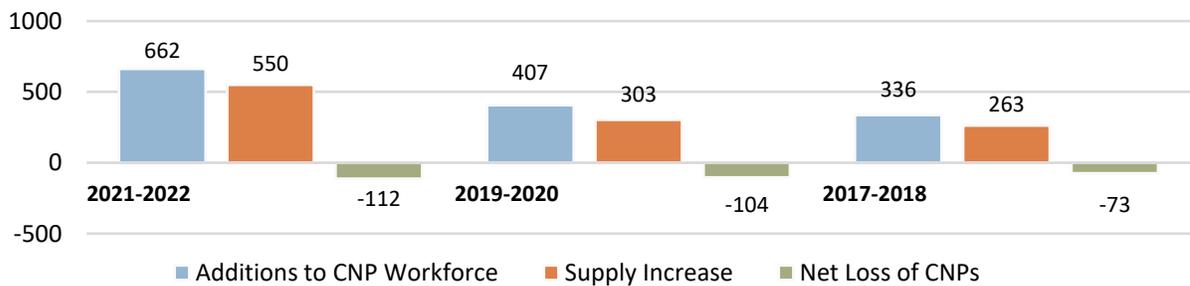


Figure 26: CNP Workforce Gains and Losses

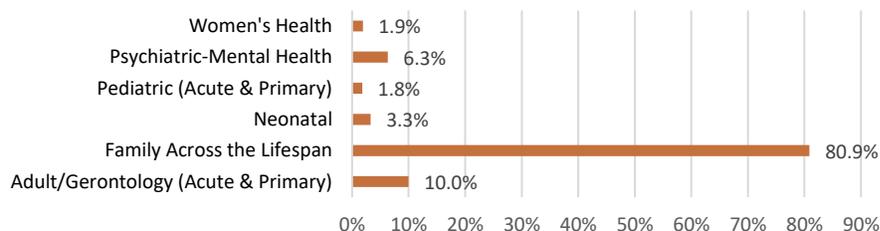


**Certification/Practice Foci** CNPs were required to hold national certification in at least one focus/specialty area of practice, consistent with their NP education preparation, to meet licensure requirements. Recognized certification included: acute care, adult, gerontology, acute adult/gerontology, primary care adult/gerontology, family across the lifespan, neonatal, acute pediatric, primary care pediatric, psychiatric-mental health, and women’s health. CNPs may complete additional graduate nursing education to qualify to hold more than one type of certification; 82 nurse practitioners held two or more types of certification.

CNPs were certified by the following organizations: American Academy of Nurse Practitioners Certification Board (AANP-CB), American Association of Critical-Care Nurses (AACN), American Nurses Credentialing Center (ANCC), National Certification Corporation (NCC), and Pediatric Nursing Certification Board (PNCB).

Figure 27 displays the percentage of CNPs licensed within six nationally recognized focus areas. The majority of CNPs were educated, certified, and licensed as family NPs (1,588, 80.9%) and adult/gerontology acute or primary care NPs (197, 10.0%). The remaining NPs held the following certification: neonatal (64, 3.3%), psychiatric-mental health (123, 6.3%), women’s health (38, 1.9%), and pediatric acute or primary care (36, 1.8%).

Figure 27: CNP Certification Focus Areas



## Demographics of CNP Supply

**Gender/Race/Ethnicity** Consistent with previous reports the majority of actively licensed CNPs were female (1,768, 90.0%) and white/Caucasian (1,783, 90.8%). Only 196 CNPs were male (10.0%). Table 24 displays comparisons of ethnic distribution in the United States, South Dakota, and of actively licensed CNPs.

Table 24: CNP Race/Ethnic Distribution

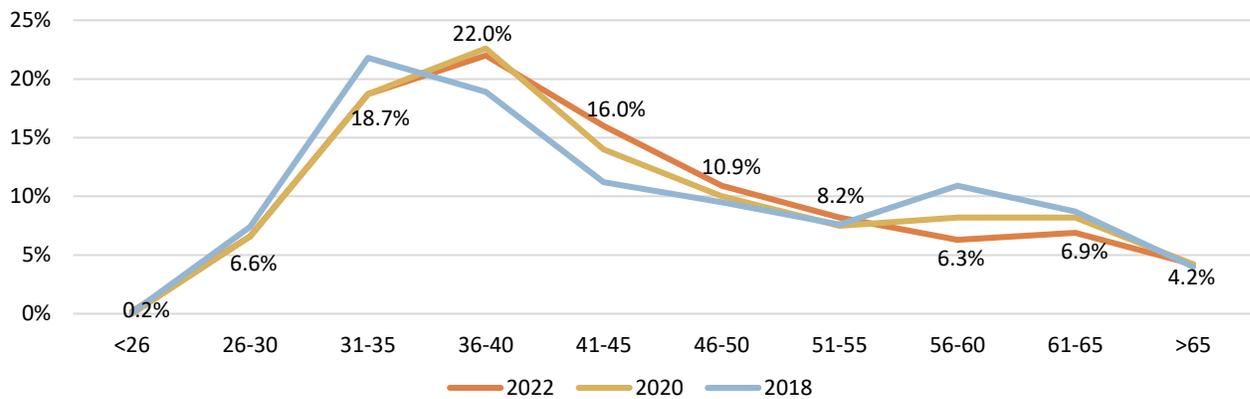
	American Indian/Alaska Native	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Two or More Races / Other	White/Caucasian
U.S. Population <sup>2</sup>	1.3%	6.4%	13.6%	18.9%	2.9%	59.3%
SD Population <sup>2</sup>	9.0%	1.8%	2.5%	4.6%	2.6%	84.2%
SD CNPs	0.8% (15)	2.6% (53)	3.6% (70)	1.2% (23)	1.0% (20)	90.8% (1,783)

**Age** Age distribution of actively licensed CNPs is shown in Table 25 and Figure 28. A large percentage of CNPs, 47.5%, (932) was 40 years or younger and 17.4% (341) was 56 or older. The average age of a CNP was 43.8. Employment data also revealed 8.5% (121) of CNPs are retired or intend “to leave or retire from nursing within the next five years”.

Table 25: CNP Age Distribution

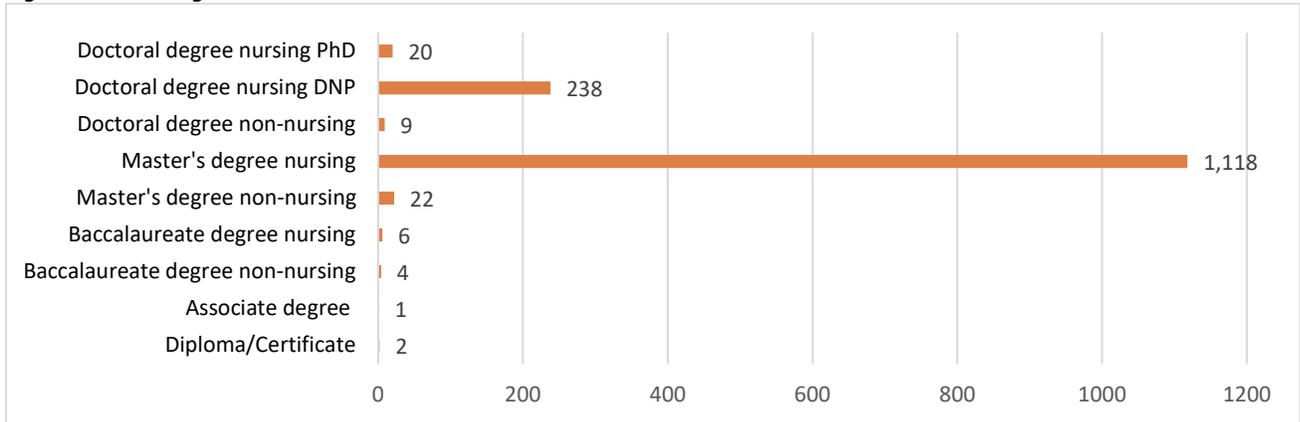
Age Range	2022		2020		2018	
<26	3	0.2%	0	0.0%	1	0.1%
26-30	130	6.6%	93	6.6%	82	7.4%
31-35	367	18.7%	265	18.7%	242	21.8%
36-40	432	22.0%	320	22.6%	210	18.9%
41-45	315	16.0%	197	14.0%	124	11.2%
46-50	214	10.9%	140	10.0%	106	9.5%
51-55	162	8.2%	107	7.5%	84	7.6%
56-60	123	6.3%	116	8.2%	121	10.9%
61-65	136	6.9%	116	8.2%	97	8.7%
>65	82	4.2%	60	4.2%	44	4.0%
Total	1,964	100.0%	1,414	100.0%	1,111	100.0%

Figure 28: CNP Age Distribution



**Highest Academic Achievement** As shown in Figure 29, 99.1% (1,407) of CNPs reported they held a graduate degree as their highest level of education; 78.7% (1,118) held a master’s degree in nursing. Only 0.9% (13) did not hold a graduate degree; they were licensed prior to the nursing graduate degree requirement. CNPs enrolled in a program leading to an advanced nursing degree comprised 2.7% (38) of respondents; 16 were enrolled in a doctorate of nursing practice (DNP) program, 6 in a PhD program, and 16 in a master’s program.

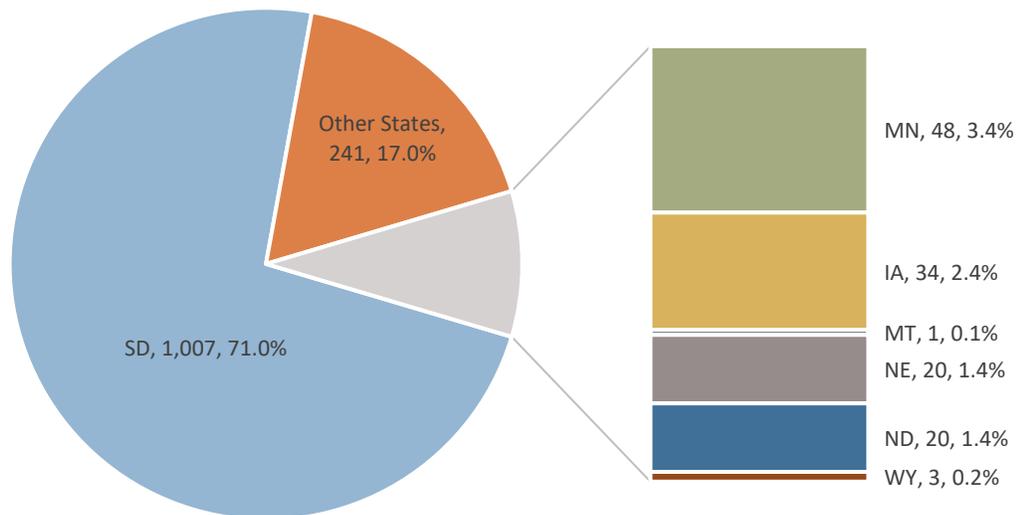
Figure 29: CNP Highest Academic Achievement



### Employment and Practice Characteristics

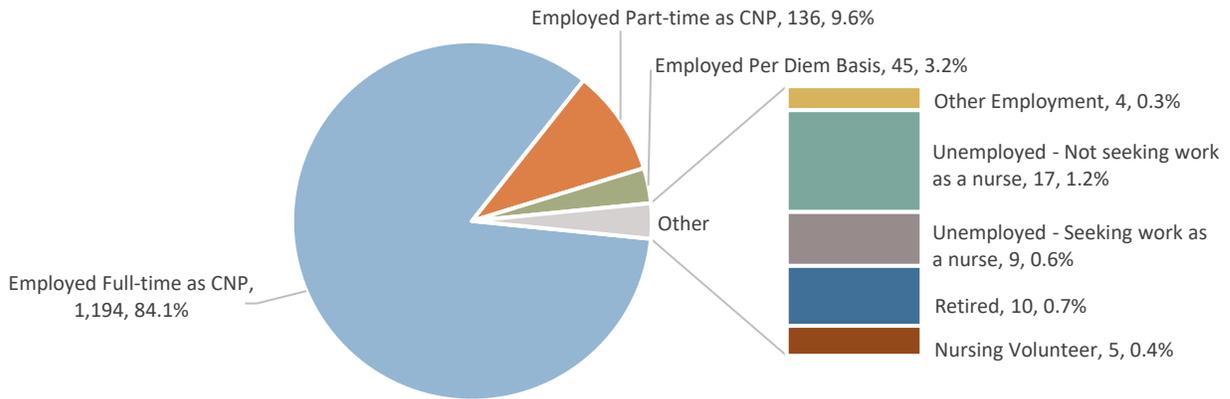
As shown in Figure 30, 71.0% (1,007) of CNPs reported their primary place of employment was in South Dakota; 8.9% (126) reported employment in neighboring states of Iowa (34), Minnesota (48), Montana (1), Nebraska (20), North Dakota (20), and Wyoming (3); 17.0% (241) reported other states, and 0.1% (1) did not respond. The majority, 75.3% (1,069), were employed by one employer; 17.2% (245) by two, and 4.3% (61) by 3 or more. The remaining 3.2% (45) were not employed in a nursing position.

Figure 30: Primary State of Practice



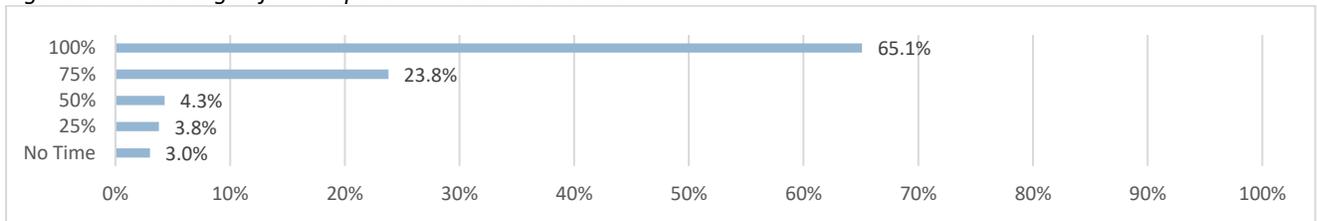
Consistent with previous reports, most CNPs, 84.1% (1,194) reported being employed full-time, working 32 or more hours per week. The average number of hours worked by full-time CNPs was 41.4 hours per week. Only 9.6% (136) respondents worked part-time, 31 hours or less per week; they worked an average of 25.7 hours per week. CNPs who worked on a per diem basis, an arrangement wherein a nurse is employed on an as needed basis, comprised 3.2% (45) with an average of 21.3 hours worked per week. Only 3.2% (45) were retired (10), unemployed and not seeking work as a nurse (17), unemployed and seeking work as a nurse (9), employed in non-nursing positions (4), or volunteering (5). Reasons given for unemployment were “caring for home and family”, “difficulty finding a nursing position”, and “other”. See Figure 31.

Figure 31: Employment Status



**Time Involved in Direct Patient Care** As shown in Figure 32, most CNPs, who reported practicing as a nurse, indicated they spent a significant percentage of time involved in direct patient care.

Figure 32: Percentage of Time Spent in Direct Patient Care



**Primary and Secondary Employment Settings** As shown in Table 26, the highest percentage of CNPs were primarily employed in ambulatory care, 37.3% (530), hospitals, 27.1% (385), and ‘other’ settings, 18.5% (263). Those who reported they worked for two or more employers comprised 21.6% (306) of respondents; of those respondents, the majority, 30.4%, were employed in ‘other’ settings.

Table 26: CNP Employment Setting

Employment Settings	Primary		Secondary	
	Count	Percentage	Count	Percentage
Ambulatory care	530	37.3%	87	28.4%
Community health	73	5.1%	11	3.6%
Correctional facility	14	1.0%	4	1.3%
Dialysis center	2	0.1%	0	0.0%
Home health	10	0.7%	0	0.0%
Hospice	5	0.4%	3	1.0%
Hospital	385	27.1%	0	0.0%
Insurance claims/benefits	2	0.1%	2	0.7%
Nursing home/extended care/assisted living	24	1.7%	5	1.6%
Occupational health	6	0.4%	0	0.0%
Policy/planning/regulatory/licensing agency	3	0.2%	1	0.3%
Public health	12	0.9%	1	0.3%
School health services	3	0.2%	4	1.3%
School of nursing	43	3.0%	35	11.4%
Other	263	18.5%	93	30.4%
Unemployed/retired/volunteer/other emp.	45	3.2%	--	--
No response	--	--	60	19.6%
<b>Total</b>	<b>1,420</b>	<b>100.0%</b>	<b>306</b>	<b>100.0%</b>

*Primary and Secondary Employment Position Specialty* As displayed in Table 27, most CNPs were primarily employed in the practice specialty areas of adult health/family health, 30.9% (439), ‘other’ specialty, 11.6% (165), and acute care/critical care/emergency/trauma, 10.8% (153). CNPs who worked for two or more employers also reported their secondary positions were in these same areas.

Table 27: CNP Employment Position Specialty

Position Specialty	Primary		Secondary	
	Count	Percentage	Count	Percentage
Acute care/critical care	103	7.3%	30	9.8%
Adult health	85	6.0%	12	4.0%
Anesthesia	1	0.1%	1	0.3%
Cardiology	60	4.2%	1	0.3%
Community health	7	0.5%	2	0.7%
Emergency/trauma	50	3.5%	27	8.9%
Family health	354	24.9%	70	22.9%
Genetics	0	0.0%	0	0.0%
Geriatric/gerontology	29	2.0%	7	2.3%
Home health	6	0.4%	1	0.3%
Informatics	1	0.1%	0	0.0%
Maternal-child health/obstetrics	9	0.6%	0	0.0%
Medical-surgical	30	2.1%	5	1.6%
Neonatal	49	3.5%	4	1.3%
Nephrology	13	0.9%	1	0.3%
Neurology/Neurosurgical	30	2.1%	0	0.0%
Occupational health	5	0.3%	1	0.3%
Oncology	40	2.8%	1	0.3%
Orthopedic	31	2.2%	1	0.3%
Palliative care/hospice	18	1.3%	1	0.3%
Pediatrics	39	2.7%	3	1.0%
Perioperative	4	0.3%	0	0.0%
Primary care	72	5.1%	5	1.6%
Psychiatric/mental health/substance abuse	116	8.2%	25	8.2%
Public health	2	0.1%	0	0.0%
Radiology	1	0.1%	0	0.0%
Rehabilitation	1	0.1%	0	0.0%
School health	0	0.0%	0	0.0%
School of nursing	2	0.1%	4	1.3%
Urologic	11	0.8%	1	0.3%
Women’s health	39	2.8%	5	1.6%
Other specialty	165	11.6%	39	12.8%
Unemployed/retired/volunteer/other emp.	45	3.2%	--	--
No response	2	0.1%	59	19.3%
<b>TOTAL</b>	<b>1,420</b>	<b>100.0%</b>	<b>306</b>	<b>100.0%</b>

## Certified Registered Nurse Anesthetists South Dakota Supply Trends

**Licensure Status** As of December 5, 2022 the SDBON reported 519 actively licensed CRNAs in South Dakota’s supply, see Figure 33; a gain of 19 nurses from 2020 to 2022, a 3.8% increase since 2020.

From January 1, 2021 to December 5, 2022 a total of 65 CRNAs were added to South Dakota’s active supply; 35 were added as new graduates and 30 were added by endorsement from another state. Overall, South Dakota had an increase in supply during this time period of 19 nurses with a net loss of 46 CRNAs, see Figure 34. Possible reasons for the loss of these nurses may be due to retiring from the profession, moving out of South Dakota, or leaving the profession. According to the 2021 Workforce Report, 64 CRNAs indicated during that time period that they planned to retire or leave in the next five years. This may account for the majority of the 46 CRNAs lost from South Dakota’s workforce.

Figure 33: Actively Licensed CRNAs

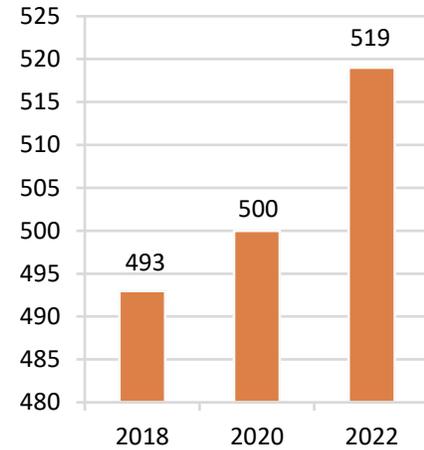
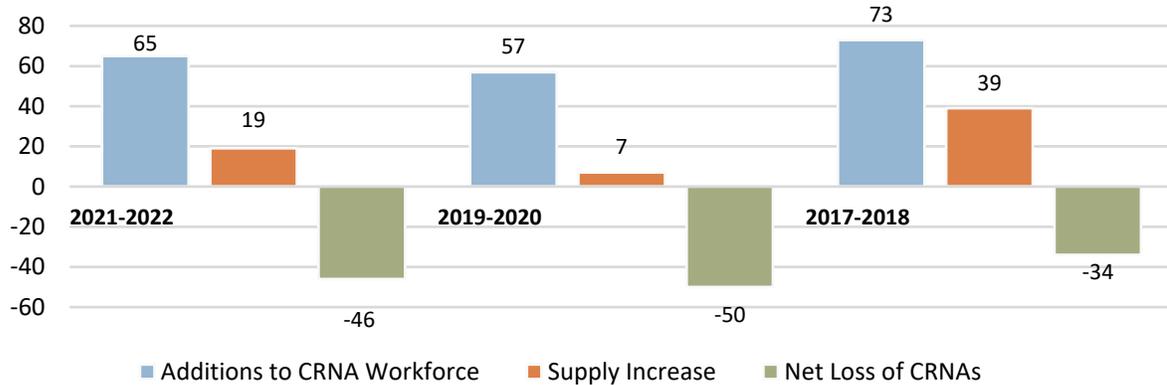


Figure 34: CRNA Workforce Gains and Losses



**Certification/Practice Focus** All actively licensed CRNAs held certification through the National Board of Certification and Recertification for Nurse Anesthetists (NBCRNA).

## Demographics of CRNA Supply

**Gender/Race/Ethnicity** Licensure data revealed 52.0% (270) of actively licensed CRNAs were male and 48.0% (249) were female. The majority of actively licensed CRNAs were white/Caucasian 97.9% (508). Table 28 displays comparisons of race/ethnic distribution in the United States, South Dakota, and of actively licensed CRNAs.

Table 28: CRNA Race/Ethnic Distribution

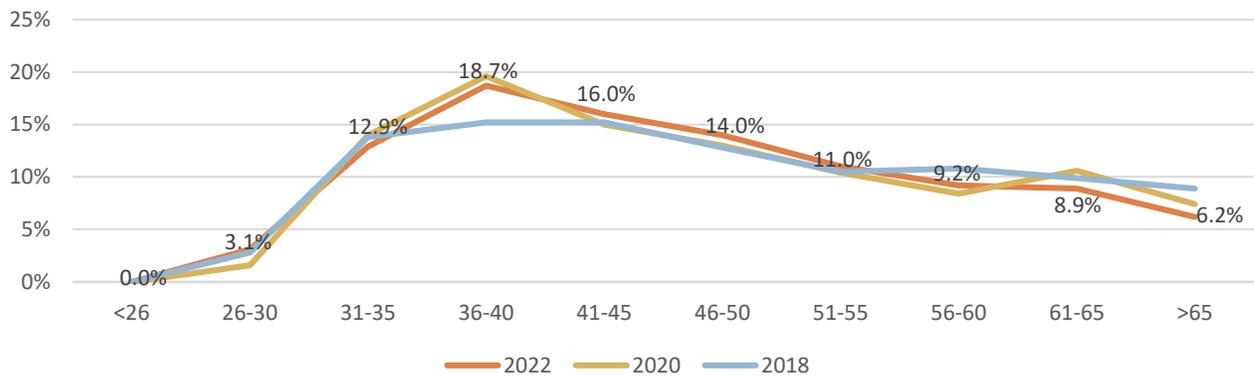
	American Indian/Alaska Native	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Two or More Races/Other	White/Caucasian
U.S. Population <sup>2</sup>	1.3%	6.4%	13.6%	18.9%	2.9%	59.3%
SD Population <sup>2</sup>	9.0%	1.8%	2.5%	4.6%	2.6%	84.2%
SD CRNAs	0.2% (1)	0.4% (2)	0.6% (3)	0.2% (1)	0.7% (4)	97.9% (508)

**Age** Age distribution of actively licensed CRNAs is shown in Table 29 and Figure 35. A large percentage of CRNAs, 34.7% (180), was 40 years or younger; 24.3% (126) was 56 or older. The average age of a CRNA in South Dakota was 46.9 years. Employment data revealed 13.5% (64) of CRNAs are retired or intend “to leave or retire from nursing within the next five years”.

Table 29: CRNA Age

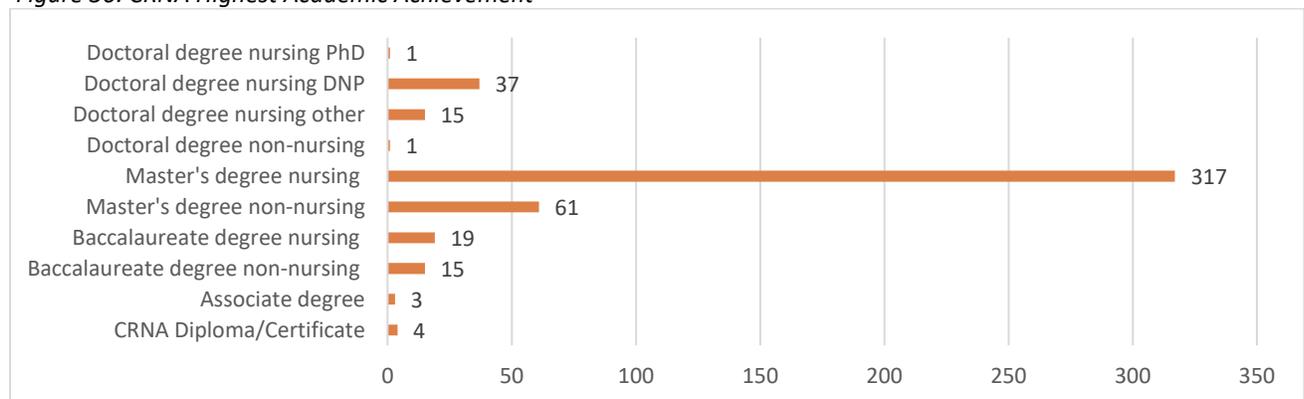
Age Range	2022		2020		2018	
<26	0	0.0%	0	0.0%	0	0.0%
26-30	16	3.1%	8	1.6%	14	2.8%
31-35	67	12.9%	70	14.0%	68	13.8%
36-40	97	18.7%	98	19.6%	75	15.2%
41-45	83	16.0%	75	15.0%	75	15.2%
46-50	73	14.0%	65	13.0%	63	12.8%
51-55	57	11.0%	52	10.4%	52	10.5%
56-60	48	9.2%	42	8.4%	53	10.8%
61-65	46	8.9%	53	10.6%	49	9.9%
>65	32	6.2%	37	7.4%	44	8.9%
<b>Total</b>	<b>519</b>	<b>100.0%</b>	<b>500</b>	<b>100.0%</b>	<b>493</b>	<b>100.0%</b>

Figure 35: CRNA Age



**Highest Academic Achievement** As shown in Figure 36, 91.3% (432) of CRNAs reported they held a graduate degree as their highest educational degree; 80.0% (378) held a nursing master’s degree. CRNAs enrolled in a program leading to an advanced nursing degree comprised 2.3% (11) of respondents; 5 were enrolled in a doctorate of nursing practice (DNP) program, 1 in a PhD program, 3 in a master’s program, and 2 did not provide a response.

Figure 36: CRNA Highest Academic Achievement



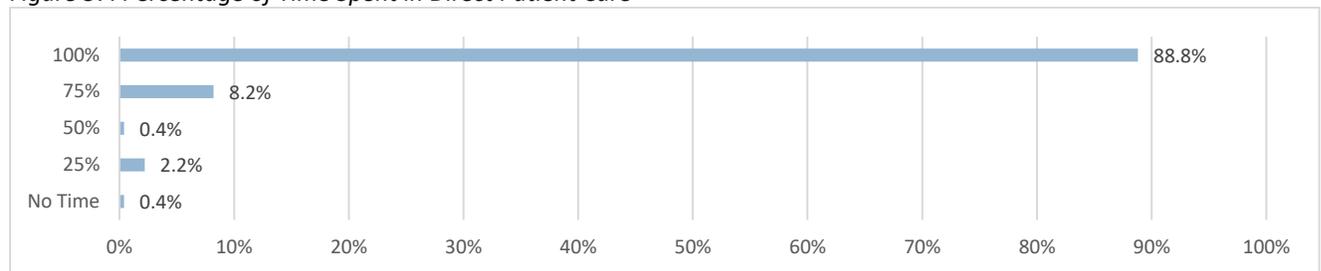
## Employment and Practice Characteristics

Most CRNAs, 80.0% (378), reported their primary place of employment within the state of South Dakota; 12.5% (59) reported neighboring states of Iowa, Minnesota, Montana, Nebraska, North Dakota, and Wyoming; 5.3% (25) in other states; and 0.2% (1) did not respond. The majority, 83.3% (394) was employed by one employer, 9.1% (43) by two, and 5.5% (26) by three or more.

Consistent with previous reports, most CRNAs, 86.7% (410) reported being employed full-time, working 32 or more hours per week. The average number of hours worked by full-time CRNAs was 40.8 hours per week. CRNAs who worked part-time, 31 hours or less per week, comprised 8.7% (41) of respondents; they worked an average of 26.2 hours per week. The 2.5% (12) of CRNAs who reported working on a per diem basis, an arrangement wherein a nurse is employed on an as needed basis, worked an average of 18.1 hours per week. The remaining 2.1% (10) CRNAs were retired (5), unemployed and not seeking work as a nurse (2), unemployed and seeking work as a nurse (1), and employed in non-nursing positions (2).

**Time Involved in Direct Patient Care** As shown in Figure 37, most CRNAs, who reported practicing as a nurse, indicated they spent a significant percentage of time involved in direct patient care.

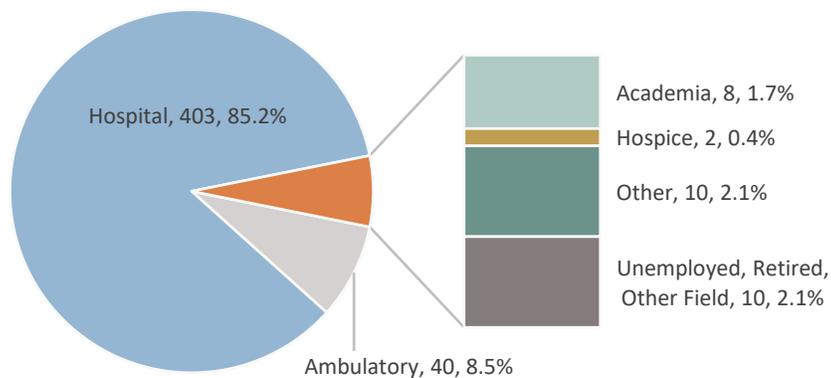
Figure 37: Percentage of Time Spent in Direct Patient Care



**Primary Employment Setting** As shown in Figure 38, the majority of CRNAs were employed in hospitals, 85.2% (403), and ambulatory care settings, 8.5% (40). CRNA respondents employed in academia/school of nursing comprised 1.7% (8), the remaining were employed in hospice care, 0.4% (2), ‘other’ settings, 2.1% (10), and 2.1% (10) were unemployed, retired, or worked in other fields.

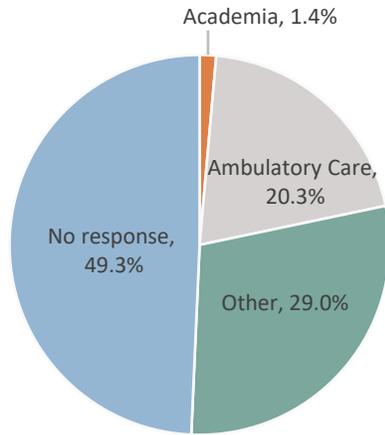
The majority of CRNAs indicated their primary area of practice was in the specialty area of anesthesia, 95.6% (452) and 2.3% (11) reported ‘other’ clinical areas.

Figure 38: CRNA Primary Employment Setting



**Secondary Employment Setting** CRNAs who worked for two or more employers comprised 14.6% (69) of respondents. Of those respondents, 14 CRNAs worked in ambulatory care, 1 in academia, 20 in 'other' settings, and 34 did not provide a response; see Figure 39.

Figure 39: CRNA Secondary Employment Setting



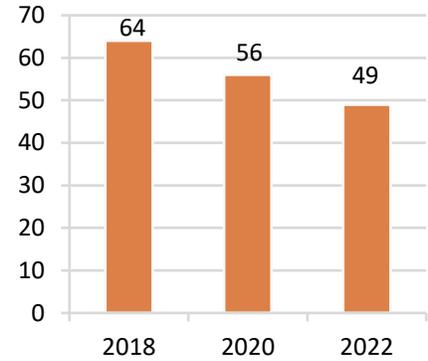
## Clinical Nurse Specialists

### South Dakota Supply Trends

**Licensure Status** As of December 5, 2022 the SDBON reported 49 actively licensed CNSs in South Dakota’s supply, see Figure 40; a loss of 7 nurses from 2020 to 2022, a 12.5% decrease since 2020.

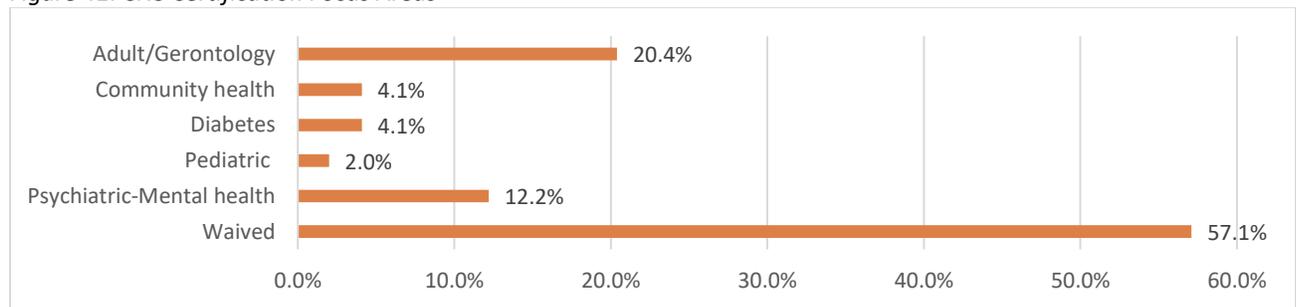
From January 1, 2021 to December 5, 2022 no CNSs were added to South Dakota’s active supply. Overall, South Dakota had a decrease in supply during this time period of 7 nurses. Possible reasons for the loss of these nurses may be due to retirement, moving out of South Dakota, or leaving the profession. According to the 2021 Workforce Report, 23 CNSs indicated they planned to retire or leave in the next five years, accounting for the loss in workforce.

Figure 40: Actively Licensed CNSs



**Certification/Practice Foci** CNSs were required to hold national certification in at least one focus/specialty area of practice to meet licensure requirements. The majority of CNSs however, 57.1% (28), were waived from this requirement because they were licensed prior to July 1, 1996. Figure 41 shows the most common areas of certification for the remaining CNSs, the majority were certified in adult/gerontology 20.4% (10) and psychiatric-mental health 12.2% (6); others were certified in community health 4.1% (2), diabetes 4.1% (2), and pediatrics 2.0% (1).

Figure 41: CNS Certification Focus Areas



## Demographics of CNS Supply

**Gender/Race/Ethnicity** Consistent with previous reports, the majority of actively licensed CNSs, 98.0% (48) were female and 96.0% (47) white/Caucasian. Table 30 displays comparisons of ethnic distribution in the United States, South Dakota, and of actively licensed CNSs.

Table 30: CNS Race/Ethnic Distribution

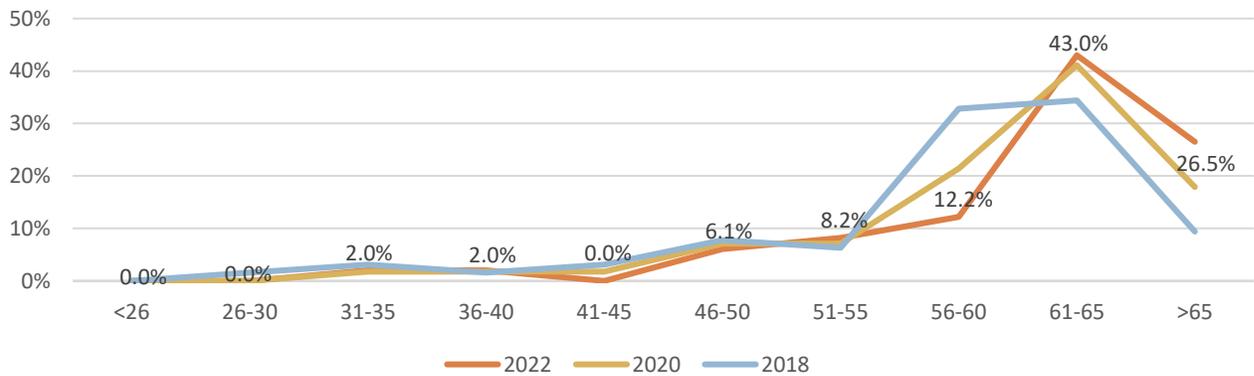
	American Indian/Alaska Native	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Two or More Races/Other	White/Caucasian
U.S. Population <sup>2</sup>	1.3%	6.4%	13.6%	18.9%	2.9%	59.3%
SD Population <sup>2</sup>	9.0%	1.8%	2.5%	4.6%	2.6%	84.2%
SD CNSs	2.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	2.0% (1)	96.0% (47)

**Age** Distribution of actively licensed CNSs by age is shown in Table 31 and Figure 42. A large percentage, 81.6% (40), was 56 or older; the average age was 61.8. Renewal data revealed 43.5% of respondents, 20 CNSs, are retired or intend “to leave or retire from nursing within the next five years”.

**Table 31: CNS Age**  
Age Range

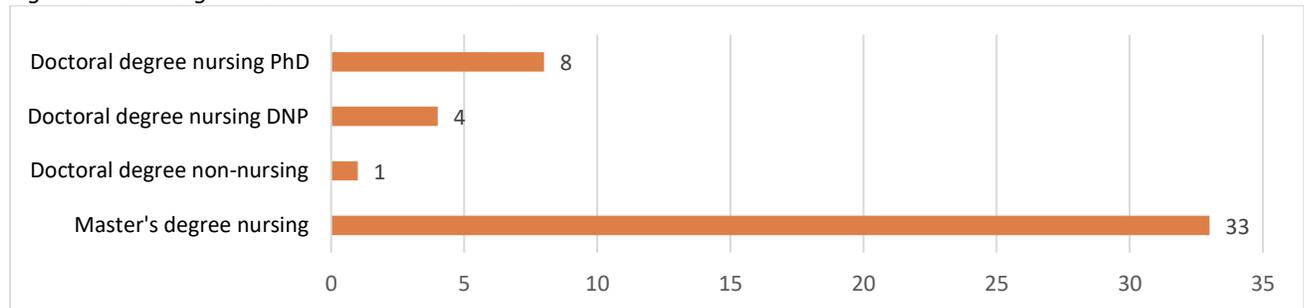
Age Range	2022		2020		2018	
<26	0	0.0%	0	0.0%	0	0.0%
26-30	0	0.0%	0	0.0%	1	1.6%
31-35	1	2.0%	1	1.8%	2	3.1%
36-40	1	2.0%	1	1.8%	1	1.6%
41-45	0	0.0%	1	1.8%	2	3.1%
46-50	3	6.1%	4	7.1%	5	7.8%
51-55	4	8.2%	4	7.1%	4	6.3%
56-60	6	12.2%	12	21.4%	21	32.8%
61-65	21	43.0%	23	41.1%	22	34.4%
>65	13	26.5%	10	17.9%	6	9.4%
<b>Total</b>	<b>49</b>	<b>100.0%</b>	<b>56</b>	<b>100.0%</b>	<b>64</b>	<b>100.0%</b>

**Figure 42: CNS Age**



**Highest Academic Achievement** All CNSs in South Dakota reported their highest educational preparation as a graduate degree; those prepared with a doctoral degree comprised 28.3% (13) and 71.7% (33) held a master’s degree in nursing. No CNS respondents reported enrollment in a program leading to an advanced nursing degree.

**Figure 43: CNS Highest Academic Achievement**



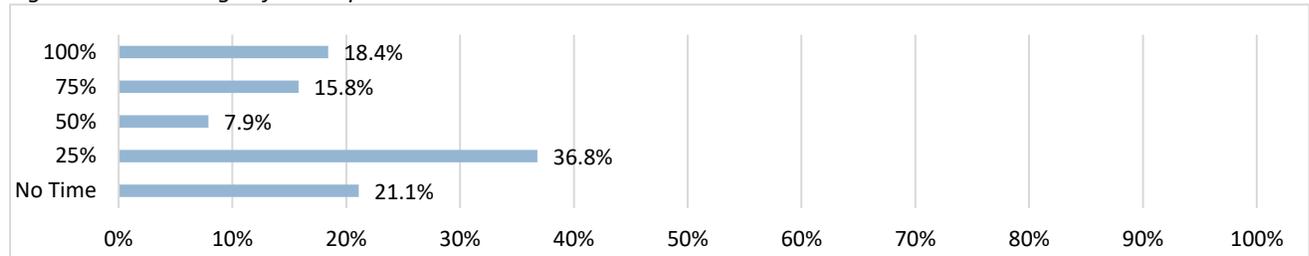
## Employment and Practice Characteristics

Most CNSs, 69.6% (32), reported their primary place of employment within the state of South Dakota; 6.6% (3) reported employment in neighboring states of Iowa, Montana, and North Dakota, 2.2% (1) in other states. The majority, 60.9% (28), was employed by one employer, 13.0% (6) by two employers, 4.3% (2) by three or more employers, and the remaining 21.7% (10) were retired or not employed in a nursing position.

Consistent with previous reports, most CNSs, 56.5% (26) reported being employed full-time, working 32 or more hours per week. The average number of hours worked by full-time CNSs was 41.8 hours per week. CNSs who worked part-time, 31 hours or less per week, comprised 15.2% (7) of respondents; they worked an average of 24.4 hours per week. Only 6.5% (3) CNSs reported working on a per diem basis, an arrangement wherein a nurse is employed on an as needed basis, worked an average of 2.6 hours per week. The remaining 21.7% (10) CNSs were retired (4), volunteering (2), or employed in non-nursing positions (4).

**Time Involved in Direct Patient Care** Most CNSs, 57.9% (22) who held employment in a nursing position reported spending 25% or less of their time in direct patient care, Figure 44. CNSs that spent 75% to 100% of their time in direct patient care comprised 34.2% (13) of CNS respondents.

Figure 44: Percentage of Time Spent in Direct Patient Care



**Primary and Secondary Employment Settings** As shown in Table 32, the highest percentage of CNSs were employed in the hospital setting, 39.1% (18) and ambulatory care, 10.9% (5). CNSs who indicated they worked for two or more employers comprised 17.4% (8) of respondents; were employed in academia/school of nursing and ‘other’ settings.

Table 32: CNS Employment Setting

Employment Settings	Primary		Secondary	
	Count	Percentage	Count	Percentage
Ambulatory care	5	10.9%	0	0.0%
Community/home/public health	4	8.7%	0	0.0%
Hospital	18	39.1%	0	0.0%
Nursing home/extended care/assisted living facility	1	2.2%	0	0.0%
Policy/planning/regulatory/licensing agency	1	2.2%	0	0.0%
School health services	1	2.2%	1	12.5%
School of nursing	4	8.7%	2	25.0%
Other	2	4.3%	2	25.0%
Unemployed/retired/volunteer/other employment	10	21.7%	--	--
No response	--	--	3	37.5%
<b>Total</b>	<b>46</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>

*Primary and Secondary Employment Position Specialty* As displayed in Table 33, most CNSs were primarily employed in the practice specialty areas of psychiatric/mental health/substance abuse, 17.4% (8), ‘other’ specialty, 15.2% (7), and acute care/critical care, 13.0% (6). Eight CNSs reported working for two or more employers.

Table 33: CNS Employment Position Specialty

<i>Position Specialty</i>	<i>Primary</i>		<i>Secondary</i>	
<i>Acute care/critical care</i>	6	13.0%	0	0.0%
<i>Adult/family health</i>	5	10.9%	1	12.5%
<i>Community/home/public health</i>	2	4.3%	0	0.0%
<i>Geriatric/gerontology</i>	2	4.3%	0	0.0%
<i>Maternal-child health/obstetrics</i>	1	2.2%	0	0.0%
<i>Neonatal</i>	1	2.2%	0	0.0%
<i>Oncology</i>	1	2.2%	0	0.0%
<i>Palliative care/hospice</i>	1	2.2%	0	0.0%
<i>Pediatrics</i>	1	2.2%	0	0.0%
<i>Psychiatric/mental health/substance abuse</i>	8	17.4%	2	25.0%
<i>School health</i>	1	2.2%	0	0.0%
<i>Women’s health</i>	0	0.0%	1	12.5%
<i>Other specialty</i>	7	15.2%	1	12.5%
<i>Retired/unemployed/volunteer/other employment</i>	10	21.7%	--	--
<i>No response</i>	--	--	3	37.5%
<i>TOTAL</i>	46	100.0%	8	100.0%

## APRN Distribution

South Dakota’s twelve regions are shown on the map in Figure 45. The number of APRNs as of December 5, 2022 who resided in these regions is provided in Table 34 and the number in each of South Dakota’s 66 counties is provided in Table 35. Consistent with previous reports, the majority of nurses resided in Minnehaha and Pennington counties (Regions 4 and 12).

Figure 45. Regional State Map

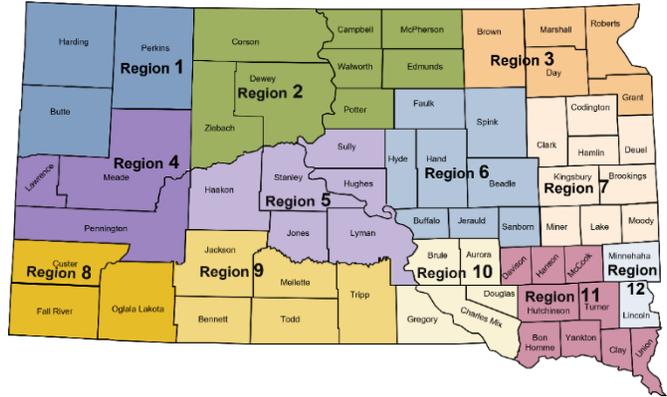


Table 34: Regional Distribution

Region	Counties / State	Region Population <sup>2</sup>	Region's % of State Population	Number Residing in Region (Percent of Total APRN Population)			
				CNMs	CNPs	CRNAs	CNSs
Region 1	3 Counties: Butte, Harding, and Perkins	14,602	1.6%	0 (0.0%)	12 (0.6%)	0 (0.0%)	0 (0.0%)
Region 2	8 Counties: Campbell, Corson, Dewey, Edmunds, McPherson, Potter, Walworth, and Ziebach	27,054	3.0%	1 (2.0%)	30 (1.5%)	5 (0.9%)	0 (0.0%)
Region 3	5 Counties: Brown, Day, Grant, Marshall, and Roberts	65,501	7.3%	0 (0.0%)	67 (3.4%)	18 (3.5%)	0 (0.0%)
Region 4	3 Counties: Lawrence, Meade, and Pennington	168,144	18.8%	11 (21.1%)	255 (13.0%)	104 (20.0%)	7 (14.3%)
Region 5	6 Counties: Haakon, Hughes, Jones, Lyman, Stanley, and Sully	28,680	3.2%	0 (0.0%)	32 (1.6%)	9 (1.7%)	0 (0.0%)
Region 6	8 Counties: Beadle, Buffalo, Faulk, Hand, Hyde, Jerauld, Sanborn, and Spink	37,795	4.2%	0 (0.0%)	31 (1.6%)	3 (0.6%)	0 (0.0%)
Region 7	9 Counties: Brookings, Clark, Codington, Deuel, Hamlin, Kingsbury, Lake, Miner, and Moody	102,120	11.4%	0 (0.0%)	80 (4.1%)	18 (3.5%)	1 (2.0%)
Region 8	3 Counties: Custer, Fall River, and Oglala Lakota	29,397	3.3%	3 (5.7%)	25 (1.3%)	0 (0.0%)	1 (2.0%)
Region 9	5 Counties: Bennett, Jackson, Mellette, Tripp, and Todd	23,047	2.6%	1 (2.0%)	22 (1.1%)	3 (0.6%)	1 (2.0%)
Region 10	5 Counties: Aurora, Brule, Charles Mix, Douglas, and Gregory	23,951	2.7%	1 (2.0%)	34 (1.7%)	3 (0.6%)	1 (2.0%)
Region 11	9 Counties: Bon Homme, Clay, Davison, Hanson, Hutchinson, McCook, Turner, Union, Yankton	107,530	12.0%	2 (3.8%)	128 (6.5%)	47 (9.0%)	3 (6.1%)
Region 12	2 Counties: Lincoln and Minnehaha	267,555	29.9%	17 (32.6%)	546 (27.8%)	215 (41.4%)	31 (63.3%)
In-State Total	66 counties	895,376	100.0%	36 (69.2%)	1,262 (64.2%)	425 (81.8%)	45 (91.8%)
Out-of-State	Iowa, Minnesota, Montana, Nebraska, North Dakota, Wyoming	--	--	8 (15.4%)	225 (11.5%)	62 (12.0%)	3 (6.1%)
	Other States/Jurisdictions	--	--	8 (15.4%)	477 (24.3%)	32 (6.2%)	1 (2.0%)
Total		--	--	52 (100%)	1,964 (100%)	519 (100%)	49 (100%)

Table 35: Number of APRNs by County

County	County Population <sup>2</sup>	CNMs	CNPs	CRNAs	CNSs	County	County Population <sup>2</sup>	CNMs	CNPs	CRNAs	CNSs
Aurora	2,748	0	2	1	0	Jackson	2,878	0	2	0	1
Beadle	19,121	0	13	3	0	Jerauld	1,636	0	3	0	0
Bennett	3,406	0	3	0	0	Jones	879	0	3	0	0
Bon Homme	7,014	0	7	1	0	Kingsbury	5,192	0	7	0	0
Brookings	34,639	0	23	5	0	Lake	10,851	0	9	2	0
Brown	38,101	0	43	14	0	Lawrence	26,165	2	41	14	0
Brule	5,242	0	7	1	1	Lincoln	67,870	7	192	92	7
Buffalo	1,923	0	0	0	0	Lyman	3,764	0	1	1	0
Butte	10,456	0	11	0	0	Marshall	4,304	0	4	0	0
Campbell	1,380	0	1	1	0	McCook	5,695	1	8	0	0
Charles Mix	9,163	1	13	1	0	McPherson	2,420	0	1	0	0
Clark	3,855	0	3	0	0	Meade	30,173	1	35	7	2
Clay	15,150	0	8	2	0	Mellette	1,908	1	4	0	0
Codington	28,427	0	19	10	0	Miner	2,314	0	4	0	0
Corson	3,872	0	3	0	0	Minnehaha	199,685	10	354	123	24
Custer	8,609	1	15	0	1	Moody	6,315	0	9	1	1
Davison	19,878	0	19	8	0	Oglala Lakota	13,586	1	3	0	0
Day	5,414	0	6	0	0	Pennington	111,806	8	179	83	5
Deuel	4,272	0	2	0	0	Perkins	2,819	0	1	0	0
Dewey	5,246	0	5	0	0	Potter	2,475	0	4	0	0
Douglas	2,821	0	5	0	0	Roberts	10,163	0	7	3	0
Edmunds	4,033	0	7	3	0	Sanborn	2,378	0	3	0	0
Fall River	7,202	1	7	0	0	Spink	6,269	0	5	0	0
Faulk	2,137	0	2	0	0	Stanley	3,032	0	3	1	0
Grant	7,519	0	7	1	0	Sully	1,476	0	1	0	0
Gregory	3,977	0	7	0	0	Todd	9,286	0	3	0	0
Haakon	1,835	0	0	0	0	Tripp	5,569	0	10	3	0
Hamlin	6,255	0	4	0	0	Turner	8,708	0	12	1	0
Hand	3,095	0	2	0	0	Union	16,872	0	25	24	2
Hanson	3,505	0	6	2	0	Walworth	5,248	1	7	1	0
Harding	1,327	0	0	0	0	Yankton	23,297	1	32	5	0
Hughes	17,694	0	24	7	0	Ziebach	2,380	0	2	0	0
Hutchinson	7,411	0	11	4	1	<b>State Total</b>	<b>895,376</b>	<b>36</b>	<b>1,262</b>	<b>425</b>	<b>45</b>
Hyde	1,236	0	3	0	0	<i>Out of State</i>		16	702	94	4
						<b>Total</b>		<b>52</b>	<b>1,964</b>	<b>519</b>	<b>49</b>

## Employment Data Collection Form

1. What type of nursing degree / credential qualified you for your first U.S. nursing license?
  - Vocational / Practical Certificate Nursing
  - Diploma – Nursing
  - Associate Degree – Nursing
  - Baccalaureate Degree – Nursing
  - Master’s Degree – Nursing
  - Doctoral Degree – Nursing (PhD)
  - Doctoral Degree – Nursing (DNP)
  
2. What is your highest level of education?
  - Vocational / Practical Certificate Nursing
  - Diploma – Nursing
  - Associate Degree – Nursing
  - Associate Degree – Non-Nursing
  - Baccalaureate Degree – Nursing
  - Baccalaureate Degree – Non-Nursing
  - Master’s Degree – Nursing
  - Master’s Degree – Non-Nursing
  - Doctoral Degree – Nursing (PhD)
  - Doctoral Degree – Nursing Practice (DNP)
  - Doctoral Degree – Nursing Other
  - Doctoral Degree – Non-Nursing
  
3. Year of initial U.S. Licensure: \_\_\_\_\_
  
4. Country of entry-level education: \_\_\_\_\_
  
5. What is your employment status?
  - Actively employed in nursing or in a position that requires a nurse license (select one)
    - Full-time
    - Part-time
    - Per diem
  - Actively employed in a field other than nursing (select one)
    - Full-time
    - Part-time
    - Per diem
  - Working in nursing only as a volunteer
  - Unemployed (select one)
    - Seeking work as a nurse
    - Not seeking work as a nurse
  - Retired
  
6. In how many positions are you currently employed as a nurse?
  - 1
  - 2
  - 3 or more
  
7. How many hours do you work during a typical week in all your nursing positions?
  - <10 hours
  - 11-20 hours
  - 21-30 hours
  - 31-40 hours
  - 41-50 hours
  - 51-60 hours
  - >60 hours
  
8. Indicate the zip code, city, state, and county of your primary employer.
  - Zip Code: \_\_\_\_\_
  - City: \_\_\_\_\_
  - State: \_\_\_\_\_
  - County: \_\_\_\_\_

9. Identify the type of setting that most closely corresponds to your nursing practice position.
- |   |  |
|---|--|
| <input type="checkbox"/> Ambulatory Care Setting  | <input type="checkbox"/> Insurance Claims / Benefits                     |
| <input type="checkbox"/> Assisted Living Facility | <input type="checkbox"/> Nursing Home / Extended Care                    |
| <input type="checkbox"/> Community Health         | <input type="checkbox"/> Occupational Health                             |
| <input type="checkbox"/> Correctional Facility    | <input type="checkbox"/> Policy / Planning Regulatory / Licensing Agency |
| <input type="checkbox"/> Dialysis Center          | <input type="checkbox"/> Public Health                                   |
| <input type="checkbox"/> Home Health              | <input type="checkbox"/> School Health Services                          |
| <input type="checkbox"/> Hospice                  | <input type="checkbox"/> School of Nursing                               |
| <input type="checkbox"/> Hospital                 | <input type="checkbox"/> Other   |
10. Identify the position title that most closely corresponds to your nursing practice position.
- |   |   |
|---|---|
| <input type="checkbox"/> Advanced Practice Registered Nurse | <input type="checkbox"/> Nurse Manager              |
| <input type="checkbox"/> Case Manager                       | <input type="checkbox"/> Nurse Researcher           |
| <input type="checkbox"/> Consultant                         | <input type="checkbox"/> Staff Nurse                |
| <input type="checkbox"/> Nurse Executive                    | <input type="checkbox"/> Other – Health Related     |
| <input type="checkbox"/> Nurse Faculty / Educator           | <input type="checkbox"/> Other – Non-Health Related |
11. Identify the employment specialty that most closely corresponds to your nursing practice position.
- |   |  |
|---|--|
| <input type="checkbox"/> Acute Care/ Critical Care          | <input type="checkbox"/> Occupational Health                           |
| <input type="checkbox"/> Adult Health                       | <input type="checkbox"/> Oncology                                      |
| <input type="checkbox"/> Anesthesia                         | <input type="checkbox"/> Orthopedic                                    |
| <input type="checkbox"/> Cardiology                         | <input type="checkbox"/> Palliative Care / Hospice                     |
| <input type="checkbox"/> Community                          | <input type="checkbox"/> Pediatrics                                    |
| <input type="checkbox"/> Emergency / Trauma                 | <input type="checkbox"/> Perioperative                                 |
| <input type="checkbox"/> Family Health                      | <input type="checkbox"/> Primary Care                                  |
| <input type="checkbox"/> Genetics                           | <input type="checkbox"/> Psychiatric / Mental Health / Substance Abuse |
| <input type="checkbox"/> Geriatric / Gerontology            | <input type="checkbox"/> Public Health                                 |
| <input type="checkbox"/> Home Health                        | <input type="checkbox"/> Radiology                                     |
| <input type="checkbox"/> Informatics                        | <input type="checkbox"/> Rehabilitation                                |
| <input type="checkbox"/> Information Technology             | <input type="checkbox"/> School Health                                 |
| <input type="checkbox"/> Maternal-Child Health / Obstetrics | <input type="checkbox"/> Urologic                                      |
| <input type="checkbox"/> Medical / Surgical                 | <input type="checkbox"/> Women's Health                                |
| <input type="checkbox"/> Neonatal                           | <input type="checkbox"/> Other – Clinical Specialties                  |
| <input type="checkbox"/> Nephrology                         | <input type="checkbox"/> Other – Non-Clinical Specialties              |
| <input type="checkbox"/> Neurology / Neurosurgical          |  |
12. What percent of your current position involves direct patient care?
- |                              |                              |                               |
|------------------------------|------------------------------|-------------------------------|
| <input type="checkbox"/> 0%  | <input type="checkbox"/> 50% | <input type="checkbox"/> 100% |
| <input type="checkbox"/> 25% | <input type="checkbox"/> 75% |                               |
13. If unemployed, please indicate the reasons.
- |   |   |
|---|---|
| <input type="checkbox"/> Difficulty in finding a nursing position | <input type="checkbox"/> School                         |
| <input type="checkbox"/> Disabled                                 | <input type="checkbox"/> Taking care of home and family |
| <input type="checkbox"/> Inadequate Salary                        | <input type="checkbox"/> Other                          |
14. Formal Education
- I am not taking courses toward an advanced degree in nursing
  - I am currently taking courses toward an advanced degree in nursing
15. Do you intend to leave / retire from nursing practice in the next 5 years?
- Yes                       No
16. Other states in which you have ever held a license:  
Active License: \_\_\_\_\_  
Inactive License: \_\_\_\_\_  
List all states where currently practicing nursing, whether physically or electronically: \_\_\_\_\_

## References

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